

INDIANA STATE UNIVERSITY EVANSVILLE

8600 University Boulevard
EVANSVILLE, INDIANA 47712

INTER-DEPARTMENTAL MEMORANDUM

TO: ALL FACULTY

DATE: January 18, 1979

FROM: *PM*
R. M. Small, Chairman
Faculty Council

SUBJECT: Faculty Council Meeting, Wednesday, January 24, 1979
3:00 p.m., Room L-100

A G E N D A #9

1. Approval of previous mintues
 - a. Minutes of December 6, 1978
 - b. Minutes of January 10, 1979
2. President's Remarks
3. Interrelationship of Promition Increment and Merit Pay

The Economic Benefits Committee has passed a motion that the committee's concern about this topic be communicated to the council. The E.B.C. is concerned that a change in policy is taking, or has taken place, by which increased promotion increments have been replaced in favor of merit pay. Council members see Attachments 1, 2, and 3 for details.

4. Makeup of Academic Planning Council

A resolution has been forwarded which asks the council to discuss the adequacy and representation of the ISUE Academic Planning Committee. Council members see Attachment 4.

5. Pass-No Pass Policy

The present pass-no pass policy has been mentioned by several council members. Proposed policy change statements will be heard.

6. Announcements.

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SESSION #9
MINUTES OF THE 1978-79
FACULTY COUNCIL MEETINGS

Time: January 24, 1979; 3:00 p.m., Library - 100

Members Present: Robert M. Small, Chairman; Professors Edwards, Gehring, Petranek, Pohl, Rivers, Robinson

Ex-officio Present: Vice President Robert L. Reid

1. Approval of Previous Minutes

The minutes from Session #7 (December 6, 1978) and Session #8 (January 10, 1979) were approved as amended.

2. President's Remarks

Dr. Reid, representing President Rice, responded to the concern of the Economic Benefits Committee regarding the interrelationship of promotion increments and merit pay (see attachment Agenda #9). Dr. Reid stated that he felt there was no significant change in policy.

The Council's response to this involved an awareness that the present system of merit pay plus an admittedly eroding dollar value for promotion increments was not necessarily detrimental to the faculty since merit pay, if earned, represents a type of merit-promotion increment--i.e., it becomes part of a faculty member's base salary. Nevertheless, the council felt it was appropriate to ask for some increase in promotion increments which have remained fixed for at least 10 years, especially since the dollar value of such increments has so eroded and since promotion represents a cumulative evaluation and not a yearly evaluation that is involved in merit.

The question was raised as to how the \$400-\$600-\$800 increases between the ranks was established. Dr. Reid stated that this was established by the Board of Trustees and that if this were to change in any way it would have to be through the Board of Trustees.

3. Makeup of Academic Planning Council

Dr. Rivers presented his resolution calling for a discussion of the adequacy of ISUE's Academic Planning Council, and in particular to discuss whether faculty representation on this committee is as it should be.

Dr. Rivers said he took to heart Dr. Woody Ehrle's challenge that we plan now for the future of ISUE. Dr. Rivers feels that the present representation of faculty members on our Academic Planning Council does not take full advantage of faculty expertise. Given the categories involved in the plan presented by Dr. Ehrle at our Spring Faculty Meeting - i.e., Population, Institutions, Global Affairs, Environment, Energy, Economy, Science and Technology, Human Settlements, Work, Life-Styles, Equality, Freedom, Knowledge, Quality, Goals -- Dr. Rivers does not feel that three faculty members, two of whom serve because of their chairing the Faculty Council and the Curriculum Committee, are adequate.

A discussion followed regarding the present activities of the Academic Planning Council as well as the broader activities of planning for the future which are also included under the goals of the Academic Planning Council. Dr. Reid pointed out that in fact the present activities of the Academic Planning Council are primarily concerned with current growth but not future growth. Not only then was there concern over faculty representation on the Academic Planning Council but on whether the Academic Planning Council should become more active with future growth planning.

The Council encouraged Dr. Rivers to present a statement regarding the expansion of faculty representation on the present Academic Planning Council.

4. Announcements

Dr. Rivers asked Dr. Reid if he was prepared to respond to the Council's motion of November 8, 1978, regarding student withdrawal deadline. Dr. Reid said he was not ready at this time and that the motion was still being studied.

Dr. Small stated that the Economic Benefits Committee has requested to meet with members of the Faculty Council for the sole purpose of reviewing the Economic Benefits Committee report. Members of the Faculty Council agreed to this meeting and Dr. Small will notify Dr. Shaw and make additional arrangements for this meeting. Dr. Small will send out a memo to Faculty Council members notifying them of the time and place for this meeting.

The meeting was adjourned at 4:35 p.m.

Respectfully submitted,

Thomas M. Rivers

Thomas M. Rivers
Secretary

Approved 2/14/79
