

MINUTES OF THE FACULTY COUNCIL MEETING

Time: November 28, 1973, at 3:00 P.M. in the Rare Books Room

Members Present: Darrel E. Bigham, Chairman of Faculty Council; Professors Barnes, Eichman, Kinzie, Kirsch, H. Sands

Ex-officio Present: President Rice, Dean Bennett

Others Present: Professors Awe, DeVries, Hahn, Kelley, D. Miller, Settle; Mr. Willis Moreland; Univ. of Nebraska

The Chairman called the meeting to order at 3:10 P.M.

1. Minutes of the November 14, 1973 Meeting.

Minutes of the November 14, 1973 meeting were unavailable.

2. Approval of Curricular Committee Action on New and Modified Courses in Allied Health.

After appropriate motions and discussion, including responses from Professor Kelley about the description of certain courses, the requirements in the degree programs, and the change of non-credit courses to credit courses, petitions for the following programs and courses were approved as acted on by the Curricular Committee:

Dental Hygiene Education, Modified Program

Dental Hygiene, Associate Degree Program, Modified Program

Introduction to Dental Hygiene - H210--1 hour, New Course

Human Biology I -- H212 -- 2 hours, Modified Course

Human Biology II -- H213 -- 1 hour, Modified Course

Summer Clinical Practice -- H310 -- 3 hours, New Course

Practice Management -- H320-- 2 hours -- New Course

Radiologic Technology, Associate Degree, New Program

Orientation, Elementary Radiation Protection, Ethics, XT 100--1 hour, New Course

Clinical Application I thru VIII, XT 101, 1 hour, XT 105, 110, 201, 300, 2 hours each, XT207, 208, 301--3 hours -- New Course

Radiographic Exposure I XT 102--1 hour - New Course

Radiograph Positioning I XT 103--2 hours - New Course

Darberoom Chemistry and Technique XT 104, New Course- 1 hour

Radiographic exposure II XT 106--1 hour, New Course

Radiographic Positioning II XT 107--2 hours, New Course

Radiologic Nursing Procedures I XT 108 -- 3 hours, New Course

Radiologic Nursing Procedure II XT 109--3 hours - New Course

Radiographic Positioning III XT 200--1 hour - New Course

Radiographic Exposure III XT 202--1 hour, New Course

Radiographic Positioning IV XT 203--1 hour, New Course

Special Radiographic Procedures XT 204--1 hour, New Course

Topographic Anatomy XT 205--2 hours, New Course

Survey of Medical-Surgical Diseases XT 206--2 hours, New Course

Therapy-Isotope Techniques XT 210--1 hour, New Course

Intra-oral Radiology Techniques AH 256--1 hour, New Course

Clinical Externship XT 302--2 hours, New Course

Dental Assisting, Certificate Program, Modified Program

Pre-Clinical Sciences, DA 104--3 hours, New Course or Modified Course
Dental Materials I DA 108--1 hour, Modified Course
Dental Radiology DA 110--1 hour, Modified Course
Oral Anatomy DA 114--3 hours, Modified Course
Chairside Assisting I DA 122--3 hours, New Course or Modified Course
Clinical Practice I DA 130--1 hour, Modified Course
Human Biology DA 156--2 hours Modified Course
Practice Management DA 158--2 hours, Modified Course
Dental Radiology DA 160--1 hour, Modified Course
Dental Materials II DA 168--2 hours, Modified Course
Chairside Assisting II DA 172--3 hours, New Course or Modified Course
Preventive Dentistry DA 175--1 hour, Modified Course
Clinical Practice II DA 180--4 hours, Modified Course

The Chairman recalled that action had been deferred on a proposed examination for credit in communications 352-Basic Television Production. Professor Awe explained that the course was a part of a sequence in practical experience in television studio production, and that, since many students majoring in the area came with previous experience in television studios, the examination was designed to grant them credit for that experience and allow them to move into the advanced course. He suggested that a completely practical test using studio equipment would be ideal, but that facilities could not be guaranteed, so that the present test on paper was developed in which the person being examined might be able to demonstrate proficiency in studio techniques by pencilling in the desired effects. The Chairman recalled discussion of problems with security of exams for credit and recalled the requirement that these tests be placed on file in the Dean's Office. Professor H. Sands moved, seconded by Barnes,

Motion: That the exam for credit in Communications 352 be amended to include the prerequisite that an applicant for the examination have at least one year of practical experience in television production and that an examination to accompany the practical part be developed.

The motion carried. Professor Awe promised to re-submit the revised petition to the Council.

3. Discussion of Draft of Proposed Revision of Faculty Handbook Statement on Academic Freedom and Tenure.

The Chairman recalled that he had requested that any suggested re-wording of the proposed revision be submitted to him in writing. He reminded the Council of its October 31 action on a portion of the document and promised further discussion of the issues raised by that action.

The Chairman noted that the October 17 minutes recorded that Dean Bennett had raised a question as to whether the proposed revision represented a change in policy but that the Chairman's response had not been recorded. The Chairman wished to have recorded that the presently recommended policy differed in scope rather than in kind from the previous policy. A fundamental difference was in the setting up of machinery to be used in certain events.

The Chairman noted that he had received various written responses to the document, including one indirectly from Professor Pasko. He recalled Professor Kirsch's suggestion of changing all occurrences of "will" to "shall" for legal documentary reasons and noted that the final draft to be voted on would include this change. He also recalled Kirsch's suggestion that a section from the current handbook allowing a faculty member the chance to resign prior to notice of non-reappointment be reinstated to the proposed revision. Pres. Rice noted that though he agreed philosophically that a person should have the chance to have the record show resignation rather than non-reappointment, he wondered if including such a procedure in the formal statement of the process could be interpreted as a form of duress, leaving the institution open for suit. Professor Barnes asserted that such an interpretation could not be avoided. The Chairman suggested that to exclude the possibility of resignation could also be interpreted as forcing the faculty member to use the appeal machinery since no other option would remain. A question about the AAUP stand on this procedure was directed to Professor Eichman, who stated that he could not give an immediate answer to the question but would attempt to provide it subsequently. Professor Barnes stated that he felt that most faculty members would rather resign than be non-reappointed. The Chairman concluded that action on this point could be held off for later amendment.

The Chairman recalled that Dean Bennett and Professor Blevins had submitted comments on later parts of the document and promised to detail those comments later. He wished to concentrate now on a reconsideration of the action of the Council on October 31 concerning the definition of types of appointments. The Chairman requested Professor Eichman to explain a question he had raised in a memo to the Chairman, after which a rewarding series of conferences had taken place.

Professor Eichman responded that he had felt confused at the time of the Council's acceptance of the definition of appointments on the campus as three types, including all Instructor appointments in the special category. After further contemplation he had decided that in addition to providing a tighter description of the policy as was approved by the Faculty Council in 1969 and as had been practiced by the administration as described by the Chairman at the October 31 meeting, the proposed revision further contributed to a change in conditions surrounding appointments, since an extension of the Probationary period from five to seven years was also contemplated. Furthermore, the policy adopted in 1969 meant that the separate tenure policy for Instructors could keep people in those appointments indefinitely, a violation of the spirit of a fair tenure policy, even though the loophole of provision for tenure after promotion to Assistant Professor allowed all persons appointed to regular faculty positions technically to become eligible for tenure. He recommended that all future appointments be considered probationary or tenure with the special appointments limited as in the original proposed revision. Professor Eichman stated he had received a request from Professor Pasko to lay a personal statement of his before the Council in which Professor Pasko also reacted to the Council's October 31 action and in which Pasko generally supported Eichman's request for reconsideration, but in which they disagreed on interpretation of the Council's

action. Professor Eichman had responded in a memo to Professor Pasko and declined to present Pasko's full statement at this time since a subsequent meeting of the local AAUP Chapter, and a meeting among President Rice, the Chairman, and Professor Eichman had helped to clear up some of the issues.

The Chairman stated that, following the Tuesday meeting among President Rice, Professor Eichman and himself, that a return of the original wording of section 1(b) was possible but that 1(d) would need some alteration. A "grandfather" clause would have to be added to cover those persons appointed under the June 27, 1969 policy. He felt it would be incumbent upon Faculty Council to give its recommendations on interpretation and application of that policy upon adoption of the new policy. One possibility would be to recommend giving such instructors the option of choosing the old or the new policy. He described the problem as stemming from a careful reading of the present section 1(d) where together the statements indicate an interminable period in the Instructor ranks, in contrast to the probationary period, which under the 1969 policy had a definite end of five years.

President Rice stated that an annual appointment is probationary and if you choose not to reappoint the period is terminated. The institution evaluates each appointment annually, and section 2(a) defines the probationary period as a series of annual appointments. He said he agreed that probation should be considered something that could lead to tenure. The Chairman stated that he thought the 1969 policy created a unique class of faculty members (Instructors) who could receive annual appointments which would not lead anywhere. President Rice stated that the 1969 policy did not create a situation with an absolute dead-end since an avenue for acquisition of tenure, promotion to Assistant Professor, was provided.

Professor H. Sands asked whether the 1969 policy differed from the policy or current practice on the Terre Haute campus. The Chairman recalled that the 1969 ISUE Faculty Council had recommended essentially no change from the Terre Haute policy except for the special status of the Instructor rank. He referred to the memo from then Dean Rice to President Rankin which he had distributed October 31.

The Chairman recalled that he had stated at the October 31 meeting that he was unsure whether the 1969 policy had received Board of Trustees approval, but that subsequently President Rice had sent him a copy of the Board approval. He recalled that the wording "Special Term Appointment" had not been adopted by the Faculty Council but that the concept was implicit in the 1969 statement. The concept seemed necessary, given the situation of the inordinate number of Instructors at the time. Further the specific solution to the present ambiguous situation would be an administrative matter.

The Chairman distributed a memo from Professor Eichman in which several changes were suggested, including a simplification of 1(b). Dean Bennett asked for a clarification of the definition of leaves of absence, especially whether leaves to pursue advanced degrees should count in the probationary period. Professor Eichman responded that he thought including "scholarly leaves" in the probationary period was meant to allow persons to accept visiting appointments elsewhere and have that period of service treated the same as is prior service, but that it was not meant to cover graduate study to which one was committed for advancement. Professor Barnes asked whether

qualifying "tenure" with "continuous" was not redundant. Professor Eichman responded that "tenure" had the general meaning of the time one spends in an appointment or office, that the academic community had narrowed the term to a specialized meaning, but that stating it as "continuous tenure" allowed for the most general understanding. President Rice commented that he thought the second sentence in section 1(d) provided a good definition of tenure.

A discussion of a proposed change in section 2(a) followed in which concern was expressed that the chance to reappoint for another year beyond the normal probationary period was necessary. The Chairman commented that one interpretation of the probationary period could be that under a five year policy unless a person is notified at the end of the fourth year that he or she will not be reappointed for the sixth year, then tenure is granted by default. President Rice pointed out that a possible conflict between the end of the probationary period and the requirement for a year's notice might develop if the possibility to extend the probationary period was excluded.

Dean Bennett requested that consideration be given to spelling out the limits of a brief association with the university and cited the possibility that someone might be needed to fill position during a two-year leave of absence.

The Chairman concluded that all the recommended changes could not be acted on in this meeting and proposed the preparation of a draft document to be presented at the next meeting. At that time a motion to approve the document would be in order, to be followed by motions to enact the two necessary additions to the By-laws of the Faculty Constitution.

President Rice stated that he had some suggestions for revision on pages 2, 3, and 4 which he would like to suggest. The Chairman suggested that a meeting among himself, Professor Eichman, and President Rice could take those suggestions into consideration. The Chairman hoped that the proposed revision would gain approval before the end of the semester and promised that the matter of evaluation would be the first agenda item in the second semester.

4. New Business.

- a. President Rice reported that the officer of the Lilly Endowment who had been on campus had encouraged the community to proceed with the development of inter-institutional relationships as the Commission for Higher Education had recommended.
- b. President Rice reported interest in a day care center on campus, a development which might enable spouses of present students to attend classes at the same time. He noted that the Student Government Association, the Financial Aids Office, the Women of ISUE, the Education Division, and the Purchasing Department were being asked to contribute to the planning.
- c. President Rice noted that a combination of the semester changes, the holiday schedule, and a proclamation by the governor closing offices on December 31 led him to propose closing university offices from December 22 to January 2 for the purposes of conserving energy that would be otherwise expended in those weeks when few students are on campus.

A further change of classes starting January 14 would allow further saving in energy. Two inconveniences he foresaw were the necessity to report semester grades by December 22 and the necessity to wait until January 2, for distribution of paychecks. After further discussion of the planned changes Professor Eichman moved, seconded by Barnes.

Motion: That the Faculty Council support the plans for the university in the last week of December and the first two weeks of January as outlined by President Rice.

The Motion carried.

- d. The Chairman suggested that the topic for the January 9 meeting could be a progress report on open admissions. He requested that persons to take part in a panel discussion which he would share be suggested to him. He noted that Professor Stigler had already been suggested.
- e. The Chairman reported that he had attended the November 17 meeting of the Board of Trustees. He stated that he had no detailed report to present at this time.

He noted that the general education program on the Terre Haute campus had been an item of discussion.

5. Adjournment.

The meeting adjourned at 5:10 P.M. to meet next on Wednesday, December 5, 1973, at 3:00 P.M. in the Rare Books Room.



Thomas Eichman, Secretary

TE/SG

Approved 12/5/73