

March 18, 1974

To: Members of ISUE Faculty

From: Darrel E. Bigham, Chairman, Faculty Council

Subject: Faculty Council meeting of March 28, 1974.

The Faculty Council will meet on Thursday, March 28, 1974, from 2:00 to 3:30 p.m. The session will be held in the Rare Books Room. Members of the faculty, administration, and student body are welcome.

#### AGENDA

1. Minutes of February 28, March 7, and March 14 meetings.
2. Discussion of 1974-1975 University Calendar.
3. Progress report on planning for General Faculty Meeting.
4. Request from Prof. H. Sands regarding the posting of Armed Service information in hallways.
5. Arrangements for general faculty vote on a constitutional amendment (approved by Faculty Council) creating the position of Alternate Representative to Faculty Council.
6. New business.
  - a. Reports from President Rice and Dean Bennett.
  - b. Chairman's report: revision of Faculty Handbook; clarification of appeal and grievance procedures; A.A.U.P. definition of contractual status of faculty.
  - c. Future agenda items.

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MINUTES OF FACULTY COUNCIL

Time: March 28, 1974, 2:00 p.m. in the Rare Books Room

Members Present: Darrel E. Bigham, Chairman; Professors Barnes, Eichman, Frost, Kinzie, and H. Sands

Ex-officio Present: President Rice, Dean Bennett

Others Present: Professors Hahn, Lonnberg; Student David Gray

The Chairman called the meeting to order at 2:10 p.m.

The Chairman distributed copies of the following material, items from which would be discussed at the present meeting, but most action on which would be deferred to later agendas:

- (1) A memo from Professor H. Sands dated March 15, 1974;
- (2) A memo for information from Professor L. Da Rosa, dated March 22, 1974, and concerning the Ad Hoc Committee on Faculty Evaluation;
- (3) A communication from the Washington, D. C., office of AAUP, dated March 20, 1974, received by the Office of the President of the Campus, and reflecting the 1973-1974 distribution of compensation for faculty at category II B institutions nationally, and specific figures for ISUE, an institution of that category; (See Attachment A)
- (4) A memo from Dean Bennett, dated March 26, 1974, regarding an ex-officio appointment to the Curricular Committee, and other memos supporting such an appointment;
- (5) A petition for a new program in Public Relations (major and minor);
- (6) A petition for a modified course, Communications 365- Introduction to Public Relations - 3 hours.

1. Minutes of February 28, March 7, and March 14 Meetings.

Minutes of the meeting of February 28, 1974, were accepted as presented. Minutes from March 7 meeting were distributed, but those from the March 14 meeting were unavailable.

2. Discussion of 1974-1975 University Calendar.

The Chairman recalled that copies of the calendar had been distributed at the March 14 meeting. He suggested that there was little to be done with this item in the absence of President Rice at this point in the meeting and because the Board of Trustees had already acted approving the ISU Calendar. He stated that he had not compared the present copy

with the calendar approved by the Board but noted that flexibility was allowed for local adjustment, such as the scheduling of the Evansville campus' general faculty meetings on August 28 and January 8.

Professor Eichman noted the overlap of the end of the summer, 1974 term and the beginning of registration activities, but decided that this possible conflict had been discussed the previous year when it was suggested that there should be no problems since the point of conflict was between tests for the summer and mere fee payment for pre-registered students. He hoped that there would be no instance of a student having to change a course with a drop-add fee later because his/her pre-registered schedule depended on successful completion of summer courses prerequisite to fall course and who had not succeeded in the summer course.

The Chairman suggested that the Spring 1975 general faculty meeting should also be added to the calendar. The date, May 2, 1975, was suggested as one to consider.

### 3. Progress Report on Planning for General Faculty Meeting.

The chairman recalled that April 26, 1974, had been tentatively selected as the date for the spring general faculty meeting but pointed out that that date came at the end of pre-registration week, a busy period of advising for some faculty members. He suggested moving the date one week and preferred the following week, May 3, because he was committed to attending a professional meeting the previous week. He stated that he had requested the Chairmen of standing committees to submit reports by April 3 and had received two so far. He noted that he was responsible for compiling the reports and adding the Faculty Council's summary of its proceedings. He decided May 3 would be an appropriate date, if there were no further objection.

The Chairman described the meeting, which was the entire responsibility of Faculty Council, as to consist of the following items:

- (1) The report to the faculty by the Chairman as outlined above.
- (2) Reports from two special committees, the Select Committee on Academic Standards and the Ad Hoc Committee on the Evaluation of Faculty and Administrators.
- (3) Nominations for the at-large representative position.

The Chairman remarked that no panel discussion was planned. He noted further that the divisional representatives who were completing their terms of office were making arrangements for election of their successors.

### 4. Request from Prof. H. Sands Regarding the Posting of Armed Services Information in Hallways.

The Chairman recalled that he had distributed copies of a memo concerning this item at the beginning of the meeting and called upon Professor H. Sands to discuss it further.

Professor H. Sands stated that she could expand on the message in her memo

mostly to the extent that the amount of posters presently displayed was less than at the time she had received a request from a member of the Humanities Division faculty to pursue the topic. At that time windows were even covered with advertising material from the Armed Services.

The Chairman wondered if the concern was primarily with the display of military material or with the general policy of display of posters. He stated that he did not know what the policy was. Professor H. Sands stated the concern was with Armed Services material.

The Chairman stated that he perceived two concerns, one with the extent of posting, the second with the policy on display. He felt the Council could pursue the second question.

Professor Frost said perhaps the concern was an interpretation of encouraging the students to leave campus and join the armed services. Professor Eichman stated that he found himself in a dilemma when trying to advise students about entering military service. He felt he had had a good experience in the Army and recommended such experiences under the condition that there was no war.

Professor Kinzie said he viewed the option to join the military as an escape valve mostly for the non-able.

Professor Eichman remarked that he saw danger in pushing the military as an alternative to higher education as a part of a current trend of thought devaluating the role of higher education.

The chairman stated that he didn't know if there was anything the public universities could do. He thought the usual answer administrators gave was that this kind of advertising was necessary by its public nature. He felt a good question would be whether anti-military advertising would be as welcome. It would be worth raising the question and he would ask for information concerning the Armed Services displays.

5. Arrangements for General Faculty Vote on a Constitutional Amendment (Approved by Faculty Council) creating the Position of Alternate Representative to Faculty Council.

The Chairman remarked that the memo distributed March 15 calling for a vote on March 29 on the creation of alternate positions was his responsibility. He realized now that the vacation week caused a delay in the receipt of the memo and felt all persons should be allowed ample time to deliberate and vote.

Professor Eichman stated that though the chairman was responsible for arranging the date, he was responsible for the wording of the voting instructions, which were intended to provide for personal deposit of ballots but which had been interpreted by many faculty members as providing for the return of ballots by campus mail. So far he had received about 28 ballots.

The Chairman expressed the hope that the matter could be disposed of in time to present the amendment, if approved, to the April meeting of the Board of Trustees. After further discussion it was decided that the vote deadline should be extended to Thursday, April 4, at 12:00 noon, that the Secretary should announce the extension by means of a memo, and that the tabulation should be conducted at Faculty Council the next week.

The Chairman noted that he had received on communication questioning the need to vote on all sections of the proposed amendment at once and suggesting that the proposal be split up. The Chairman professed that the proposal could not be divided for vote, for internal consistency sake, and recalled further that Faculty council had accepted the proposal in entirety.

6. New Business.

a. Report from President Rice and Dean Bennett.

- (1) President Rice reported that the recently announced Lilly Grant for the study of a possible merger between ISUE and the University of Evansville had resulted from conversations at various levels over the past four years, primarily fostered by the commission for Higher Education. He described some of the history of development and stated that the fund would be used to hire assistance from either the Center for Higher Education or a select team of scholars who would report to the respective Boards of Trustees. He cited Indiana constitutional problems with providing funds for the support of religious institutions and possible problems because of court decisions prohibiting entanglements between religious and public institutions. He foresaw three possible outcomes in a legal context, nothing happening, voluntary cooperation, or a completely public institution. He saw the timing of a merger, if done, as important, since this campus had continually operated with limited resources resulting in a frugal level of staffing. He said there had been a tentative identification of scholars to pursue the study, and would expect the study, once started, to last two or three months, hopefully complete by fall.
- (2) President Rice reported that the Indiana Superintendent for Public Instruction had advised ISUE, IV Tech, and the public schools in the area to investigate coordinated linkage among themselves on technical and vocational programs from the junior high through the baccalaureate level. He cited possible benefits to the general education program from such linkage. The State Office had felt that Evansville was an especially good area to look into such a development. Grant funds would probably be sought to provide professional help in making the study.

- (3) President Rice report that the Terre Haute campus graduate school was contemplating a change in its requirements to allow all of the credits required toward a graduate degree to be taken off campus. Graduate programs were probably far off for ISUE unless something were developed under this proposal.
- (4) President Rice reported that the County Commissioners were contemplating constructing a greenbelt type parkway from Highway 460 to the Ohio River, necessitating the change of a contemplated overpass entrance into the campus into an underpass entrance into the campus. Such a development could come about as early as this summer.
- (5) President Rice reported that the United Fund drive efforts both off campus and on campus needed volunteers to help. Interested persons should contact the Office of the President for further information.
- (6) President Rice noted that the provision in the promotions process for notification of decisions at every stage was intended for the sole purpose of allowing any person to withdraw application. He wished to notify all persons with applications in that they had reached his desk. Anyone wishing to withdraw an application should do so by April 1.
- (7) Dean Bennett announced that an administrative committee, the University Center Coordinating Council, had been created with the purpose of further planning and coordinating operation of that facility. The Council would be chaired by the Dean of Students and would include two other administrators, four students, and two faculty members, one appointed by the Dean and one by the Chairman of Faculty Council.
- (8) President Rice called attention to the AAUP practice of not disclosing figures that might violate the confidence of salary figures of individual faculty members. He noted that only one committee, the Promotions Committee, had access to confidential file data. He said that confidentially was a part of personnel practices.
- (9) President Rice noted that after discussions with Professor E. Da Rosa and with NCA team, he was giving consideration to using a fund for faculty members to visit other established campuses in the summer and study faculty governance. A possible procedure would be for an individual to propose a grant request for specific funds to cover travel and expenses necessary. The Chairman noted that he understood some of the thought was for the use of such funds also for travel for research and course work important for professional development.



b. Chairman's Report

- (1) The memo from Professor E. Da Rosa was not intended to end discussion but rather to postpone it and to return to a complete study later.
- (2) The President would send a response to the lengthy document Faculty Council had adopted on December 12, 1973, and would probably call for a meeting of the proposed conference committee within the next few weeks.
- (3) The procedure for appeal in the promotions process that had been pointed out at the March 7 meeting had come to the end of the line for the individuals concerned. Each person had filed an appeal allowed for in Article III, sections 2 : 3 in the By-laws to the Faculty Constitution, and in each case the Promotions Committee had denied a hearing. Denial of a hearing prevented further appeal to the Council on those particular questions. Had the Promotions Committee heard appeals, it would have had to file reports with Faculty Council who then could have reviewed the proceedings. The Chairman wished to emphasize that his involvement in a rather active three week period had been one officially aloof, being involved with procedures without getting into the substance of the cases. If procedures permit any appeal remaining would have to be carried on through administrative channels which could lead ultimately to filing with the Board of Trustees.
- (4) The Chairman noted the receipt of an indirect statement from the local President of AAUP to a request for clarification of contractual status of non-tenured faculty members. He wished to receive direct response from the AAUP President.

c. Future Agenda Items.

A couple of curricular matters would be included in the next agenda. Dean Bennett noted that Professor Ave's proposal for credit by exam for a course in Radio TV Production had received final review by the Dean and the Chairman of Curricular Committee, a procedure which had been agreed upon at a previous Faculty Council meeting.

7. Adjournment.

Faculty Council adjourned at 3:27 p.m. to meet next at 2:00 p.m., April 4, 1974, in the Rare Books Room.



Thomas Eichman, Secretary

TE/sg  
Approved 4/11/74

RECEIVED

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS  
ONE DUPONT CIRCLE  
WASHINGTON, D. C. 20036  
TELEPHONE 202-466-8050

DATE: MARCH 20, 1974

IMPORTANT NOTICE  
CORRECTIONS OR INQUIRIES  
SHOULD BE DIRECTED TO  
MS. EYMONERIE AT ABOVE  
ADDRESS BEFORE APRIL 5

DAVID L. RICE  
INDIANA STATE UNIV-EVANSVILLE  
EVANSVILLE, IN 47712

1973-1974 ACTUAL DISTRIBUTION OF AVERAGE COMPENSATIONS  
FOR CATEGORY IIB INSTITUTIONS

RATINGS	1*	1	2	3	4
PROFESSOR	23,330	20,820	18,420	16,920	15,450
ASSOCIATE	18,200	16,500	15,230	14,150	13,080
ASSISTANT	14,990	13,640	12,870	12,190	11,250
INSTRUCTOR	12,800	11,550	10,800	10,190	9,500

INTERPRETATION OF THE RATINGS: 1\* = 95th PERCENTILE,  
1 = 80th PERCENTILE, 2 = 60th PERCENTILE, ETC. AVERAGE  
COMPENSATION, LOWER THAN 20th PERCENTILE ARE RATED 5.

The data submitted by your institution and the ratings given in column (4) which are based upon the actual distribution of 1973-74 average compensation will be included in Annual Report on the Economic Status of the Profession to be presented at the AAUP Sixtieth Annual Meeting in Washington, D. C., April 26-27, 1974. Final publication will occur in the Summer issue of the AAUP Bulletin. Although we have exercised great care in the processing of these data, we realize that inaccuracies may occur. We would appreciate your bringing any errors to our attention so that the necessary corrections can be made before the data are published.

Unless we hear from you to the contrary before the above date, we shall consider these data accurate and assume that we have your permission to publish these indices. We are very grateful for your assistance and cooperation in this program.

NOTE: To preserve confidentiality of individual salary figures, data for columns 4, 6, 7, 8 and 9 are not published when the number of faculty members in any given rank is five or fewer (the data are replaced by a dash).

(3) INSTITUTION CATEGORY	(4) RATING OF AVERAGE COMPENSATION BY RANK				(5) NUMBER OF FULL TIME FACULTY MEMBERS BY RANK				(6) AVERAGE COMPENSATION BY RANK (NEAREST HUNDRED)			
	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR
IIB	2	1	1	2	9	20	34	18	19,8	17,2	13,8	11,2
(7) FRINGE BENEFITS AS PERCENT OF AVERAGE SALARY	(8) SALARY INCREASE FOR CONTINUING FACULTY				(9) ANNOUNCED MINIMUM SALARY (NEAREST HUNDRED)				(10) SALARY DISTRIBUTION (ALL RANKS COMBINED)			
	PROF	ASSO	ASST	INSTR	PROF	ASSO	ASST	INSTR	HQ	MDN	LQ	
12.0 12.5 13.2 13.3	6.0	5.2	6.7						15,3	12,8	11,0	

Attachment A to Faculty Council Minutes  
March 28, 1974

*Handwritten signature and date: 3/28/74*