

MINUTES OF THE FACULTY COUNCIL

November 1, 1955

These minutes are distributed to the Faculty subject to modification and approval at the next meeting of the Council.

The Council convened at 3:30 p.m. in the Board of Trustees Room with President Wells presiding.

Members absent: Deans Cleland, Wright, Weimer, Bain and Hine; Professors Fox, Mann, Veatch, Houk, Batchelder, Tennant, Shrigley, and R.A. Miller; Vice-President Franklin and Registrar Harrell.

Alternates present: Professor Webb for Professor Shrigley, Professor Pinnell for Dean Weimer, Professor Peak for Dean Wright, Professor Watson for Dean Bain, Professor Barr for Professor Fox, Professor Pratter for Professor Mann, Professor Murphy for Professor Buhner, Professor Byrd for Professor R.A. Miller, Professor Clayton for Professor Batchelder.

Persons present by invitation: Mr. Collier, Dean Carmony, Professor Troy Cauley and Professor Lynn Turner.

Items of Business

1. Election of a Secretary pro tem.
2. Approval of the minutes of the meeting of October 18, 1955.
3. Memorial resolution on the death of Professor John Gottwald.
4. Report by President Wells on meeting of the International Association of Universities at Istanbul.
5. Consideration of resignation of the Secretary.
6. Progress Report of the Committee on Utilization of the Services of Emeritus or Retired Staff.

Action of the Council.

1. By reason of the absence of the Secretary of the Council, the Chairman asked for election of a Secretary pro tem. Professor Sauvain was elected Secretary pro tem.

2. The minutes of the meeting of October 18, 1955 were presented. Professor Weatherwax stated that it was the intention of the Nominating Committee to nominate Professor Austin Clifford as Chairman of the Board of Review and Professor S.E. Otteson as Chairman of the Review Committee on Salaries and Promotions. He asked that the minutes be amended to show that Professor Clifford was elected Chairman of the Board of Review and Professor Otteson was elected Chairman of the Review Committee on Salaries and Promotions. Without objection, it was so ordered.

Professor Taulman Miller asked that the minutes be amended to identify the absent Professor Miller as R.A. Miller. Without objection, it was so ordered.

3. Professor Stoner read a memorial resolution on the death of Professor John Gottwald. The Council approved the resolution by standing for a moment in silence. The memorial resolution, prepared by Dean Bain and Professor Hoffman, is attached to these minutes.
4. President Wells reported briefly on the meeting of the International Association of Universities at Istanbul. He said that 250 universities in 60 countries are members of the Association. American representation is not yet very strong with about 75 institutions eligible for membership and about half that number presently members. He was impressed by the recognition of Indiana University by many of the delegates to the meeting; he found that many faculty members and their work are known internationally. President Wells said he thought his own election as Vice-President and as a Director of the Association was largely attributable to this fact. He commented that the basic problems of universities seem to be much the same throughout the world, and mentioned particularly the statement of a British educator that a definition of the goal of a university should include the idea of an obligation to take a full share in facing the problems of society and to face them with an added breadth of sympathy by reason of the benefits of university education.
5. The Chairman read a letter from Professor Henry B. Veatch submitting his resignation as Secretary of the Faculty Council. Professor Veatch indicated that his resignation was submitted because of apparent disapproval by the Council of his manner of writing the minutes of October 4, 1955.

It was moved (Remak, Peak) the THE COUNCIL NOT ACCEPT THE RESIGNATION OF PROFESSOR VEATCH.

Professor Stoner supported the motion, saying that there is a need for more detailed reporting of the proceedings of the Council and of the attitudes expressed by its members. Professor Breneman said that several years ago the Council discussed the manner of preparing the minutes of its meetings and concluded that they should be relatively brief and general in nature. He thought that the style of the minutes of the meeting of October 4th was not suitable. Referring to his statement at the meeting of October 18th that the minutes

were "slanted," he said he did not mean that they misrepresented facts but rather that they presented the Secretary's inferences about individual attitudes and his evaluations of individual behavior which are necessarily subjective. Professor Weatherwax said that he would like for Professor Veatch to continue as Secretary, but would be unhappy if the style of writing the minutes of the meeting of October 4 continued to be used. Professor Sonneborn said that he went to Professor Veatch with the intention of trying to persuade him not to resign, but concluded from the conversation that he should not attempt to do so. There was some discussion of whether Professor Veatch would be willing to modify his style of writing the minutes. Professor Remak thought that the Council should not attempt to give the Secretary specific direction in this matter. Throughout the discussion there were expressions of personal esteem for Professor Veatch.

Professor Remak, with the consent of the second, withdrew his motion.

It was moved (Weatherwax, Long) that THE COUNCIL ACCEPT PROFESSOR VEATCH'S RESIGNATION.

The motion was carried by a vote of 13 to 11. The Chairman ruled that, since the question was procedural and did not constitute action on behalf of the Faculty, the division need not be recorded. President Wells said he would appoint a Nominating Committee for the office of Secretary of the Council.

6. Dean Carmony presented a Progress Report of the Committee on Utilization of the Services of Emeritus or Retired Staff. He said that the members of the Committee have reached substantial agreement on a number of points, but that it welcomes further suggestions and expressions of opinion on the part of the faculty. He said that the success of any program for utilization of the services of persons beyond retirement age depends very much upon general understanding of the problem.

The principal points of majority agreement within the Committee are summarized as follows:

- a) There should be a statement of the basic premise that the use of retired staff members must be on the basis of their ability to meet actual needs of the University.
- b) Persons who reach retirement age should be given the opportunity of sufficient employment to become eligible for benefits under federal social security.
- c) Employment opportunities should not be restricted, except that employment should not exceed one-half of the normal load.
- d) Budgetary provision should be made for offices, laboratories and similar facilities for retired persons working on university approved projects without salary.

- e) A number of actions should be taken for the purpose of continuing association of retired persons with the University community and participation in its activities.
- f) There must be basic understanding on such matters as nature of employment by the University, grants-in-aid of research, use of retired staff for public lectures, etc.
- g) A registry should be maintained of retired persons interested in employment.
- h) There should be a system such as that used by the John Hay Whitney Foundation to provide opportunity for employment by other universities on an invitational basis.
- i) Any plan adopted for utilization of services of retired staff should be continued in effect for a period of three years with provision that it be terminated at the end of this period unless action is taken to continue it.
- j) There should be an all-University review and advisory Committee to observe the operation of the plan during the three years a plan is in effect.

Professor Cauley said he represented a minority opinion within the Committee that active service need not stop at precisely the age of 70. He said that there will be a growing need for competent academic personnel and suggested the use of tests to measure the ability of faculty members to continue in active status. Professor Lynn Turner felt that the Committee was limited in its consideration of retirement age by existing regulations. President Wells said that existing regulations were established by action of the Board of Trustees and that it would not be out of order to recommend change in those regulations. Dean Carmony said that the Committee would be willing to consider the question of retirement age, but that the basic problems of devising a program for retired staff would be the same even if the retirement age is changed.

The Council adjourned at 5:00 p.m.

Harry Sauvain,
Secretary pro tem