

Extra Meeting

FACULTY COUNCIL

Agenda

April 26, 1960



The Faculty Council will meet at 3:30 in Ballantine 8.

The agenda follow:

1. Memorial resolution.
2. Action on the minutes of March 29, 1960 and April 5, 1960.
3. Appointment of nominations committee for officers of the Faculty Council, 1960-61.
4. Revised report of the special committee to examine the Faculty Handbook statement of criteria for promotions in rank.  
(Document 6 revised, here attached)
5. Discussion of recommendations and suggestions made in the Report on the State of the University, October 6, 1959.  
Items to be considered:
  - (6) Academic ceremonials (p.45).
  - (7) The Faculty as alumni (p.54).



## MINUTES OF THE FACULTY COUNCIL

April 26, 1960

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

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Dean Collins called the Council to order at 3:35 p.m.

Members absent, no alternates: Dean Hine, Dean Shane, Dean VanNuys, Professor Byrnes, Professor Day, Professor Turner.

Alternates present: Dean Collins for President Wells, Dean Carter for Dean Collins, Dean Endwright for Dean Daniels, Dean Higgins for Dean Norman, Dean Porter for Dean Pinnell, Professor Reynold Carlson for Professor Daugherty, Professor Virgil Schooler for Professor Peak, Professor Paul Harmon for Professor Robinson.

Visitors: Professor Charles Hagen, Mr. Herbert Shive.

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### Actions

A resolution on the death of Professor Lennart A. von Zwegberg was presented by Mr. Shive, and adopted in a rising vote. The resolution is part of these minutes.

The minutes of March 29, 1960 and April 5, 1960 were approved as distributed with the following correction by the Secretary: minutes of April 5, page 2, line 29, read "unite" for "invite."

Dean Collins announced the appointment of the following committee to nominate officers for the Council, 1960-61: Professor Breneman; Professor Fuchs, Chairman;



Professor Pratt.

Dean Carter explained that the report on criteria for promotions is now in its third draft. He summarized the process of revision.

The Committee did not receive many written replies from members of the Council. In two instances, suggestions for extensive revision were received, but not adopted: the first, because it concerned primarily matters of procedure; the second communication suggested that the introductory sentences on Other Services (p. 1) be deleted, and the Committee felt that this material should be retained as a record of attitude—for the guidance of another committee which may revise these criteria four years from now!

Dean Carter moved:

THE ADOPTION OF THE REVISED STATEMENT TO REPLACE THE 1955 STATEMENT.

Dean Collins asked when the revised statement would go into effect. As of this date, Dean Carter said. Dean Gucker thought the effective date should be next fall. Dean Collins agreed, and pointed out that if we take action today, this will be completed action by the Faculty. Professor Buehrig thought it would be clearer to make the document effective for 1960-61. There was general agreement that the date should be July 1, 1960.

Professor Laves seconded Dean Carter's motion.

[The discussion which followed dealt mainly with verbal points, and is much condensed in these minutes. All changes which were agreed upon have been entered in the revised form of Document 6, which is attached; this is thus the final version.]

Professor Buehrig asked why the word "other" (page 1, first sentence) is needed. What is included in "academic services" which is not already mentioned in this sentence? Dean Collins and Dean Ashton mentioned such functions as committee work and curriculum planning. Comments by Dean Ashton, Dean Carter, Professor Kelling, Professor Fuchs and Dean Wallace led to agreement on the wording: "and other services, administrative, professional, or academic in nature." Dean Ashton remarked that the Committee had hoped we would avoid word-by-word composition in the Council.

Professor Gerking noted that under Other Services contributions by women are not mentioned. Dean Collins thought that by common usage "men" refers to both sexes, and other experts in English composition supported his point.

Professor Kelling asked if the definitions of teaching, research, etc. were intended to be descriptions of superior performance or of competent performance. Dean Carter referred to the second sentence on page 2 and explained that the development of a competence is involved, but that the Committee wants to use the notion of distinction for the higher ranks. The statements concerning teaching and research on page 1 are of ideals. Professor Kelling thought this is not clear in the document. Professor Kelso took the statements on page 1 to be of qualities to be measured in the individual case. Professor Kelling asked if it is implied that everyone at every level has to have a program of continuing research. Dean Carter said that this statement is one of degree, according to the several ranks; an instructor in his research might be merely probing. Dean Ashton made the point that the basic answer is provided in the second sentence of the document; promotions committees will have to set their standards. Professor Kelling thought that the



document does set the standards. Dean Carter explained that measuring up to these standards is a matter of degree; we do not expect the same kind of long-range research program at all levels.

Professor Breneman asked if he is correct in assuming that in the third sentence on page 2 "unsatisfactory performance" does not mean failure to achieve any performance. Dean Carter agreed.

Professor Breneman thought that the third paragraph on page 2 (originally, "and on effective performance of service roles") should read "or on effective performance." Dean Collins considered this a summary statement, and thought the wording should stand. Professor Kelso felt there might be inconsistency between this statement and the wording of the second sentence on page 2, "in one area of endeavor." Dean Carter said that the following sentence clarifies the point. He further explained the Committee's expectation that two areas of criteria will normally be involved in an individual's case for promotion.

Dean Gucker suggested "appropriate to the proposed rank" in the second sentence of page 2. This was accepted, and also Professor Laves' suggestion of "when considered for promotion" at the beginning of the preceding sentence.

Professor Kelling was still concerned about the wording of the third paragraph on page 2. Several suggestions produced the wording: "continued improvement, whether in quality of teaching, in scholarship, or in the performance of service roles."

Professor Buehrig questioned the last sentence in the first paragraph on page 2. Dean Carter explained that the levels of expectation have been specified in the document, but this warning flag is needed. Dean Collins imagined the case of a candidate who had written an outstanding book, but might be refused promotion because of evidence of bad teaching.

Professor Kelling was concerned because levels of achievement in research are clearly defined, but levels in teaching and other services are not; the result may be to give major emphasis to research. Dean Carter thought this might be a real danger, but saw no way to specify more closely. If this document is adopted, we shall have to be careful about adducing evidence. Professor Kelling suggested that the teaching of advanced courses might be a criterion. Several speakers rejected this idea, because of the importance of having introductory courses taught by superior teachers.

Professor Kelling wondered if it is possible to suggest that service roles for full professorship should be more responsible than for associate professorship. Dean Collins thought we cannot specify what role an individual should play. Several speakers suggested the variety of functions which might be involved.

The motion to adopt the document carried unanimously.

Dean Collins expressed the Council's appreciation of the work done by the Committee. Professor Laves said this achievement should go into their record for promotion.

The Council turned to the remaining items from the Report on the State of the University. Dean Collins read page 45:

Many universities such as the University of California, Syracuse, Purdue, Princeton, and Pittsburgh, in recent years have studied the nature of their formal ceremonies and the design of regalia for



certain categories of persons participating in academic processions such as the marshals, trustees, and deans. From several of these institutions I have received reports that the revisions in form of ceremony and in form of dress have resulted in additional color and interest in such public ceremonials as Commencement and Founders' Day. Accordingly, therefore, I recommend that an appropriate faculty committee be appointed to study the possibilities and make recommendations to the Faculty Council as soon as possible.

Dean Ashton reported that the American Council on Education has issued a pamphlet on this matter. Dean Collins asked if we should appoint a committee for this purpose. Professor Breneman noted that we have a Committee on Ceremonials. Dean Collins asked Dean Braden if this committee might appoint a few of its members to consider the matter. Dean Gucker suggested a sub-committee of Vice-Presidents. By general agreement the matter was left to the Committee on Ceremonials.

Dean Collins summarized page 54, concerning the possibility of according alumnus-status to members of the Faculty by awarding a special I. U. degree. He read the last two paragraphs:

In my judgment this custom might well be revived. The Harvard custom is not to confer these degrees at commencement time, but rather to have them presented by the president on an occasion such as this, when the faculty and only the faculty meet together. At the first faculty meeting following his appointment on indefinite tenure, each faculty member who is not a Harvard graduate receives his special Master's degree. It seems to me this pleasant custom might serve many useful purposes, affording us an opportunity for special recognition and offering additional ties of sentiment and affection binding us together.

I recommend, therefore, the appointment of a special ad hoc committee by the Faculty Council to consider the experience at Harvard and elsewhere and to make recommendations in due course if investigation makes such recommendations appropriate.

Dean Collins asked if a special committee is needed. Would such degrees be confused with the usual honorary degrees? Dean Ashton said that we do not now give honorary Master's degrees. Professor Kelling asked, what are the occasions when the Faculty does not enjoy the full fellowship of the University? Dean Collins explained that there are various minor instances of this; for example, members of the Faculty without I. U. degrees do not receive the Alumni News. Professor Veatch commented that the latter could be achieved by putting names on the mailing list.

Dean Collins said the purpose could be accomplished by taking the Faculty formally into the alumni body, but President Wells probably had in mind more substantial ceremony. Dean Bain noted that the Master's degree is traditionally the teacher's degree, and would be appropriate. Professor Buehrig said that the Faculty would have to join in the spirit of the ceremony, to make it effective. Dean Collins thought that only a committee can handle such questions.

Dean Gucker moved (seconded by Dean Wallace) that:

SUCH A COMMITTEE BE APPOINTED, TO REPORT WHEN READY.



The motion was passed.

The Council adjourned at 4:55.

Norman T. Pratt, Jr.  
Secretary