

NOTICE OF MEETING

Faculty Council

Tuesday, 16 February 1965

Ballantine Hall 8

3:30 p.m.

→ AGENDA

1. Approval of minutes of 2 February 1965.
2. Report from Professor Carter, Parliamentarian.
3. President's business.
4. Resumption of discussion of Report of Committee on Equality of Higher Educational Opportunity, Fac. Doc. No. 14, 1964-65.

Agenda Committee

Leo Fay
Charles Vitaliano
Mary Gaither, Chairman

CONFIDENTIAL

Minutes of the Faculty Council

16 February 1965

These minutes have been approved by the Faculty Council.

Member absent, no alternate: Dean John I. Nurnberger

Alternates present: Professor Keough Rash for Dean Daniels
Dean John Snyder for Dean Gucker
Professor Paul Starkey for Dean Hine
Professor Lee Stoner for Dean Shane
Professor John D. Long for Dean Pinnell

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1. President Stahr called the Council to order at 3:30 p.m. A motion to approve the minutes as distributed in draft was unanimously passed.

2. As Parliamentarian of the Council, Professor Carter was asked to report, as requested at the last meeting, on the procedure necessary to allow representation on the Council of the office of Vice-President for Research and Dean of Advanced Studies. Observing that representation of this new office is not covered in the Faculty Constitution, Professor Carter stated that provision to allow this office's representation requires a constitutional amendment, and read Section 32 of the Constitution which describes the procedure for amendment. Professor Carter added that there are two matters relevant to this consideration for amendment: one, it is possible for Dean Merritt to attend the Council meetings, not as a representative of his office, but as a delegate of the Dean of the Graduate School (for which office Dean Ashton was a member) as long as Dean Heffner is Acting Dean. After a permanent Dean of the Graduate School is named, Dean Merritt cannot attend as Dean Heffner's delegate except in the latter's capacity as Dean of Faculties. Two, there is in the present membership of the Faculty Council, a relationship between elected members and ex officio members (deans are ex officio). If the office of Dean of Advanced Studies should be added to the representation, it might be well for those who draft an amendment to take into consideration whether this would entail additional elected members to the Council and whether this should be the case with any

dean of a new division being added. We might want to consider this whole problem rather than just a simple amendment for one case.

Dean Bain was of the opinion that any faculty member might attend Council meetings as an observer, but Professor Carter cited Section 20, d, to the effect that those other than members may come only by invitation of the Agenda Committee whenever matters of particular concern to them are being discussed. To President Stahr's question of the proportion between administrative officers and elected members, it was reported there are 13 administrative officials and 20 elected members. President Stahr thought perhaps that the addition of one more dean might mean two more elected members to maintain this balance.

In connection with the possibility of adding yet another dean, Dean Heffner announced that on Friday, 19 February 1965, a proposal will be presented to the Board of Trustees for the reorganization of the now existing School of Nursing and the division of Nursing Education. Although he desired that, if approved by the Board, the announcement be made first to the faculty members involved rather than have them learn it first through other channels (the members of both faculties have been interviewed and there is unanimous agreement on the principle of reorganization), Dean Heffner felt the matter should be brought up at this time, for once he certifies to the Council that the new unit exists with a certain number of voting faculty members, the dean of this unit should become a member of the Council. So this makes another new dean in addition to Dean Merritt.

President Stahr then asked whether, since amending the Constitution is a cumbersome process, and since the new Nursing deanship would further add to the total representation problem, we should take care of both at once, or separately, or take the option of doing nothing at all for the present in the case of Dean Merritt. He invited discussion on the matter, and Professor Buehrig moved that a committee be appointed to consider an amendment to the Constitution which would take into account the new offices created and to consider also the possibility of increasing the number of elected members to the Council. The motion was seconded by Professor Auer.

President Stahr then asked for a clarification of the specification of dates for amendment: if it should be initiated after 1 March, we can wait as long as 15 October to conclude the business, but such a wait is not required--it depends on whether a meeting of the faculty is called for as provided for in Section 32. Professor Carter agreed to this interpretation, and Professor Robinson related that in the past such matters have been taken up at the fall faculty meeting when a special meeting was not called. He suggested that should the matter hang over until fall (and President Stahr thought it might not be urgent since the new Nursing division will not become effective until summer), the situation could be taken care of on a temporary basis by inviting the appropriate persons as visitors. The President felt that Dean Merritt's acting as an alternate for Dean Heffner as Acting Dean of the Graduate School would take care of the matter very well for the present.

In response to Professor Robinson's statement that it might be desirable to have the new amendment allow more flexibility for future action with less cumbersome procedures, Professor Carter said the matter is one that requires serious consideration not only in regard to the balance of elected members and administrators, but also how representation of the regional campuses on the Council might be involved. President Stahr was reminded that the contemplated creation of a new position, Provost of the Medical Center, poses yet a third administrative addition, since the position, already discussed with Medical Center officials, would be in considerable degree an academic one. He felt the committee to draft the amendment should bear this addition in mind also.

Continuing, President Stahr described this new appointment, also to be considered further on Friday at the Board of Trustees meeting. The concept lying behind the creation of this new post is that the Medical Center as a whole is somewhat underadministered. The geographical separation contributes to some difficulty in that it is harder for the deans there to have the easy and frequent contact with the administrative officers here that the deans on the Bloomington campus are accustomed to; yet they need contact even more because of the geographical situation and because many of their problems are somewhat special in their kind of operation. However, the provost will not be a super-dean but a coordinator for all things mutually related at the Medical Center and for matters between the Medical Center and the central administration here. He will be a voice for the Medical Center and will meet with the Administrative Committee as the direct representative of the Medical Center. He will not be a vice-president, but he will be working through them here and for them there as matters require. Nor will he cut off access of the Medical Center deans to the administration; on the contrary, as a representative of the President on the grounds daily, he would assure that there is more flowing both ways than there is now. He will be an interpreter of University policy at the Medical Center and an expeditor of administrative support, inter-school cooperation among Medicine, Dentistry and Nursing, and relations with hospitals and other Medical-Center-wide matters.

Many medical centers today have such people, President Stahr said, but they are usually vice-presidents who tend to make the Medical Center a self-contained operation cut off from the rest of the university except in reporting to the president on a pretty discrete basis. This kind of isolation has been causing concern nationally in recent years as the need for close working relationships between health professions faculties and graduate school faculties become increasingly important. Medical schools in particular are moving "back into the fold," to be a more integral part of the university. Our own proposed new arrangements are thus in the prevailing direction nationally, and we locally need them especially badly because of our geography problem. Our deans are fully in accord with this.

Thus the committee to draft the amendment, President Stahr concluded, may, if there is no objection, want to consider all three of these administrative positions for Council representation and then consider what the balance of representation should be. The committee

would thus be rendering a major service, doing a more significant job than was thought two weeks ago when the matter of Dean Merritt's attendance first came up. If the motion is passed, President Stahr said he would consult with Dean Heffner and appoint the committee in the next few days. The question was called for and the motion carried unanimously.

3. The first item under President's Business was President Stahr's inviting the Council's attention to the appearance in the current Faculty Newsletter of the summary of a joint expression by the American Council on Education and the American Association of University Professors of a new policy statement entitled "On Preventing Conflicts of Interest in Government-Sponsored Research at Universities". He hoped we would study it carefully with a view to future discussion to determine if we wish to endorse it formally for our own guidance. He was sure we would find it helpful guidance for faculty members and administrators in any event.

He next called favorable attention to a talk by Dean Wolfson of the South Bend Campus as a thoughtful statement about relations between administration and faculty. Copies can undoubtedly be obtained by writing Dean Wolfson.

The third item was the recent announcement of a Faculty Fitness Program to be inaugurated here, long supported by Dean Daniels. President Stahr expressed pleasure at the establishment of what he feels is a superior program which is along the lines proposed by a number of faculty members a year or more ago. A statement about the program has already been distributed and will appear also in the next Faculty Newsletter.

President Stahr then read as part of the record a memorandum he was on the point of sending to all administrative officers of the University and to which he wished to invite the faculties' attention:

Title VI of the Civil Rights Act of 1964 provides that "No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any program or activity receiving financial assistance." We interpret this to mean research and educational projects and programs funded by any Federal agency in whole or in part. (Certain agencies interpret this not to apply to basic and applied research contracts, although even there, in the case of equipment purchased under such a contract the regulation does apply.)

With the approval of the Board of Trustees, we are currently signing "Assurance of Compliance" statements with all Federal agencies from whom we receive financial assistance, whether for facilities, fellowships, training grants, contracts, loans or whatever.

I am quite confident that our policies on admissions, housing, hiring, and academic and educational programs are

in compliance with the provisions of the Civil Rights Act (and probably have been for many years). However, it is appropriate at this time to remind all University administrative officers, faculty, and staff that we are now also required by Federal legislation to observe the non-discrimination provisions in our operations.

(The Trustees approved this formally on 19 February.)

President Stahr said he assumed the Council will endorse signing these assurances, but wished to learn if the Council has any objections to advising the University that this step is required if we are to receive any federal funds, and to let it be known that we would want to observe this policy regardless of the legislation. The Council's endorsement was taken by consent.

Finally, President Stahr announced that there was a high degree of likelihood of greatly improved facilities and service at the Bloomington airport. This would seem to be of great practical value to the University because of the uncommon amount of travel of University personnel and visitors in and out of Bloomington. There is a feeling in the world outside Bloomington, especially outside the state, that Bloomington is "hard to get to"; this may very well be an adverse factor in recruitment and even in attracting speakers. Since the improved airport will be of great value to the University, he would hope University people would give whatever endorsement they think proper, although the University as such does not generally make statements about community projects and extramural issues. The improvements will hinge upon a bond issue by the county to finance them; all federal agencies which might be involved are prepared to offer matching funds. What exact amount will be required, President Stahr was not certain, but it will be enough to build a new and longer runway required for new planes and to build some additional facilities--probably about \$1 1/2 million in county funds. After the County Council takes action to approve the bond issue, a petition will be circulated among the freeholders in the county to endorse the council's action. Possibly a counter-petition will be circulated, and if so, as we understand it, the petition bearing the more signatures will decide the issue. While President Stahr said he did not want to urge faculty members who are freeholders to sign a petition not in accordance with their own views, he felt the matter was worth bringing to the faculty's attention so they might forearm themselves with information. To Dean Bain's question whether the airport would then be an all-weather field, President Stahr answered that it would be much more so than now, and that the federal government indicates that in three years or so a control tower and navigation aids will be installed, making it as all-weather as possible.

4. President Stahr finished his business by commenting on certain legislative developments. He then asked Dean Reiberg to resume the discussion of the Gray Committee report on equality of higher educational opportunity begun at the last meeting, but first announced having received a very fine report from Professor Gray on the Stillman College relationship; he hoped we would be able to implement its recommendations.

Dean Reiberg reminded the Council that it had closed its discussion at the last meeting with Dean Pinnell's suggestion for the appointment of an advisory committee of Negro educators throughout the state. In the meantime, Mr. Arthur Glover had been requested to prepare a budget for launching a summer program as indicated in I. a. of the Recommendations (see Fac. Doc. 14a, 1964-65). The budget allows for two basic plans, one for Bloomington, the other for a regional campus. Each follows closely the recommendations of the Committee, providing training in reading, mathematics, and English. Physical educational and recreational facilities will be necessary for those in residence here. A summer program for about 40 students for six weeks in Bloomington is estimated to cost about \$30,000 as compared with \$70,000 for the Negro English Teacher Institute last summer. The cost of a summer program at a regional campus could be reduced because there would be no residence or physical educational and recreational facilities costs. At a minimum it would cost \$17,000-\$18,000, perhaps \$20,000.

Dean Reiberg saw two general factors influencing the choice of program. One is money. None is available from the Educational Services Institute. It is possible that the Economic Opportunity Act might provide funds by a broad interpretation of the terms of the work-study program; this is now being investigated. The second factor is the selection of students to participate. Sophomores and juniors could best be handled in a Bloomington program; they could return to their schools and plant the seeds of interest and encouragement. At a regional campus, it is thought that seniors would be best, those who ought to be going to college but who are not. However, if getting these students completely out of their environment is a major factor in accomplishing our goal, then the regional program does not recommend itself.

Professor Bowman felt that if the regional campus program were chosen, the parents should be involved in some definite way, since more often than not parental attitude is a negative factor. Dean Reiberg agreed, and said there was a provision for this in the report. He added that the Ambassador Program as operated in the Junior Division might be used to help locate students for the program as well as to provide encouragement.

At this point President Stahr asked for further ideas on holding a conference here of Negro educators from all over the state to help us decide what are the most useful things to do. Dean Braden reported that he and other members of the committee had discussed this and felt that before moving any further, it would be well to test out in the communities the kind of people we ought to have before any definite choice is made. Inquiries are now being made.

Then he added that it is important, if we go into this field of expanding educational opportunity, that we do it on a long-range basis. One of the concerns about the feasibility of the summer program is whether it can be kept up for five or ten years and financed for this period. Federal financing may be the answer, for private foundations may feel it is a state problem to be handled by resources in the state. Inquiries are now being made about such resources.

Is it desirable then to bring a group of students to Bloomington with all the attendant expense if the program cannot be continued? Perhaps a regional campus program might have more long-range impact. We as an institution, as a faculty must decide what we are willing to underwrite with our thought, our concern, our time.

In the transitional period required before these students might become fully qualified freshmen, Dean Braden said he foresaw the waiving of some admission standards and the full-time load requirement, extension of the probationary period, and assigning additional tutoring assistance to break through the level of expectation which at present is not persuading people to come to I. U. If we as an institution make a decision to do something, let us work to do it. If we are apathetic then no plan will work.

As an example to see what would happen if one of Dean Braden's prophecies came to pass, President Stahr suggested considering the waiving of admission standards. We have worked long to get them up, he said; do we want to lower them for a period of given time in an effort to contribute to the solution of this difficult and serious problem? If we do lower admission standards, do we contemplate doing it only for the Negroes? What will it do to the educational standards and process already established?

Responding to this, Dean Braden observed that our admission standards have three aspects: course pattern in high school, class standing, and rank on college board examinations. Many of the students we are talking about will not have taken college preparatory subjects, will not have 13 hours of "solids," will not rank in the upper half of their class, and will not have sufficient reading background to respond well on college boards. If we admit any of these students it will be on the basis of our own discretion influenced by special factors. We need help from high school principals and counselors who can direct us to those students best suited for college, who, despite whatever their deficiencies, can make a go of it. But we have to give them every opportunity to succeed, to pay them special attention. Flunking them out will adversely affect their expectations.

Professor Byrnes asked if it were assumed that these students cannot complete the four-year program without this special treatment. Dean Braden answered in the affirmative, adding that while these students are intellectually capable, they are inadequately prepared. Professor Bowman suggested that the summer session at Bowling Green University for those who do not meet the minimum requirements might give us an idea to help us protect our admission standards. Selections for admission there are made on the basis of performance in the summer session. Dean Bain thought it possible for the University to set up a Division of Remedial Education for a non-degree program aimed solely at preparing students for qualified admission.

Returning to the major point he had made at the last meeting, Professor Jung again emphasized the desirability of allowing the high schools to do the job. Identify early, at the end of the fresh-

man year of senior high school, or even in the junior high school, those who are intellectually capable but culturally disadvantaged with no thought of going to college, give them special six weeks' programs, and they will know college is possible. The high schools can do a good job of preparing if they know what they are preparing for. Early identification allows selection of college preparatory courses. President Stahr asked Professor Jung to spell out just what would take place in these six weeks. He answered that with proper and exciting teaching in these sessions, to be held at the regional campuses, we can stimulate the capable and fire their imaginations and thus get them college-oriented. But more and better counseling on the opportunities to attend college are needed to be done both by us and the high schools. Professor Fay countered that the chief factor here he felt was economic rather than one of ability. Professor Jung said that a study he had made did not prove this; for only about four out of ten was the factor an economic one.

Seeking to redirect the thinking and guide the discussion, Professor Greenleaf observed that while the whole discussion was germane to the University's interest, we seem to be talking about five or six different things. He would like to identify one and concentrate on that. For instance, we have not been talking about the underprivileged in general but specifically about Negroes. Let us turn our attention to them; let us think of ways we can make them feel this world is as much theirs as they care to make it. He felt certain there must be well-prepared, capable Negro students in this state who are not college-oriented, for the reasons suggested by Professor Jung, whom we can take into college, both we and they being assured they will be fairly certain of finishing.

Dean Reiberg noted that the committee had experienced this same problem of not being sure of just what it was concerned with. Was it all the deprived and disadvantaged or just the Negro? Although it decided it was general deprivation and not race, the problem of the Negro seemed to get emphasized. He felt, however, that we cannot present a proposal for funds centering exclusively on the Negro. President Stahr answered that he felt certain that the foundations do not object to pinpointing the emphasis to upgrade education for Negroes. The Economic Opportunity Act covers all races, but we are not likely to prejudice our case if we say that we intend to concentrate on programs for Negroes, or at least primarily for Negroes. He then asked Professor Greenleaf to expound his thesis stated earlier. Professor Greenleaf said he thought the most pressing problem was to break a psychological pattern that had developed, to get the Negro to know he can go ahead and take advantage of the world in which he lives. He was not thinking of unequipped Negroes, but those who, though deprived, are capable. Their success will excite the communities they come from and supply motivation for others. Professor Byrnes concurred in these views. Disappointingly, Professor Greenleaf had no plan for a specific program to enable these individuals to work toward success.

Professor Gerking also felt we would be more successful if we worked with the capable Negro, and, particularly, bringing him here to the Bloomington campus would be a positive step, for it would remove him completely from the environment which contributes so much

to his problem, even though bringing him here would be more expensive. Dean Reiberg emphasized that the committee was not thinking of solely the deprived, but the deprived with ability. We want to help these to realize their potential despite the handicaps.

Toward a summation of the discussion, President Stahr said he sensed a consensus on two points: one, that whatever we undertake we must be as sure as it is possible to be sure that we emphasize programs for the promising and capable; and, two, that we try to devise a program and find some means of financing it that will help us to identify the students with potential who would not otherwise go to college, and bring them here in residence. He was not certain of consensus on a third point: selecting first those who qualify but need motivation and financial assistance to come, and second those who appear capable but who are without preparation. Professor Hagen spoke to this last point and said that he felt what appeared to be apathy was rather apprehension that we will get into just preparatory and remedial programs. One assurance against this happening was to identify the candidates early, as suggested by Professor Jung. One of our jobs is to help these students see beyond high school. President Stahr asked if the summer program should not be then a motivational experience rather than a remedial program?

Professor Jung repeated his belief that we must get at these students earlier and do a better job of college-orientation counseling to try to get the student to take advantage of what is already here. Professor Bowman and Deans Heffner and Reiberg all described, respectively, the Head Start program in Israel for three- and four-year-olds, the Yale summer program to identify potential admissions among the disadvantaged by reason of race, geography, and high school preparation, and the Princeton program for the apathetic but capable student.

Because of the lateness of the hour, the Council again suspended discussion on equality of higher educational opportunity. At present there is a consensus that we want to initiate programs for the capable but culturally disadvantaged and economically deprived students. However, there is none on just who these students will be or at what level or stage they will be selected. Hopefully, this latter question may be resolved at the next meeting.

The meeting adjourned at 5:18 p.m.

Respectfully submitted,

Mary Gaither, Secretary