

MINUTES OF THE ACADEMIC DEANS COUNCIL
11 July 1972

Members present: Vice President Edgar; Deans Yozwiak, Scriven, Charignon, Paraska, Miller, Robinson, Aurand.

Item I: It was moved by Scriven, seconded by Paraska, that the minutes of the July 5 meeting be approved. Carried.

Item II: Discussion of guidelines for faculty retention. Discussion started with Item No. 2. This was focused on faculty evaluation. Dr. Edgar appointed a committee of Aurand (chairman), Miller and Charignon to develop a faculty evaluation procedure. Items 3, 4, 5 and 6 were discussed; no further action was taken.

Item III: Item No. 7. There was considerable discussion of faculty shifting from one academic area to another; i.e., faculty from English to Business, because of the ability to conduct classes in letter-writing. It was further suggested that the University support areas (such as the Business Office) should be considered for reduction as well as faculty retrenchment.

Item IV: Discussion of Item No. 8. The President's paragraph was modified to read as follows:

"Finances permitting, a department shall give preference to retention of full service faculty over limited service faculty in 1973-1974, but if increased enrollment and loads later require additional faculty, those added thereafter shall be limited service faculty until the proportion of limited service faculty in the department has been restored to an acceptable level."

Item V: Discussion of Item No. 9. One sentence was added to Item 9; this sentence to read as follows:

Exceptions can be made in instances where necessary competencies are not available among full service faculty.

Item VI: Point 11 in the President's memo was modified to read as follows:

"Special attention shall be given to seeing that cutbacks do not fall disproportionately among women and ethnic minorities."

Item VII: The Academic Deans felt that additional item should be added to the President's list. This item was approved as follows:

If retrenchment is an issue, faculty should not be continued beyond the normal retirement age of 68. Also, consideration should be given to lowering the retirement age, if an early retirement program is adopted.