

***Faculty Caucus Minutes***  
***February 21, 2007***  
***(Approved)***

***Call to Order***

Chairperson Crothers called the meeting to order immediately following the Senate meeting.

***Approval of Faculty Caucus Minutes of December 6, 2006***

**Motion:** By Senator Borg, seconded by Senator Riegle, to approve the Faculty Caucus Minutes of December 6, 2006. The minutes were unanimously approved.

***Action Items:***

***University Curriculum Committee Faculty Election***

Arved Larsen was unanimously elected to the University Curriculum Committee for the spring 2007 term.

***Parking and Transportation Advisory Board Faculty Election***

The following faculty members were unanimously elected by the Faculty Caucus to serve on the Parking and Transportation Advisory Board:

Chris Clark - Special Education  
Tom Schambach - College of Business  
Jeff Bakken - Special Education

***Information Item:***

***01.22.07.01 ASPT Revision: Consideration for Associate Professor Promotion During Fourth Year***  
***(Mike Plantholt, University Review Committee)***

**Senator Crothers:** We have with us Mike Plantholt from the University Review Committee to talk about what the URC feels is an editorial change to the ASPT guidelines. I am not sure I agree that it is an editorial change.

**Professor Plantholt:** This was a question brought to the URC for clarifications about the requirements for being promoted to full professor. The key sentence right now reads, "Ordinarily, an Associate Professor must have served full-time for at least four years at Illinois State and have completed at least ten full-time years as a faculty member at the college or university level." The question is, what does four years refer to? Does that mean four years as an Associate Professor or just four years at Illinois State University? URC discussed this, not really trying to change the policy, but trying to figure out what it was saying. I think it can be written either way. The committee voted for the meaning as "serving four years as an Associate Professor". Probably the most simplistic way to look at it is to look at the ten year requirement on the ordinary track of six years to get tenure and then four additional years after that. Associate Professor is tied pretty closely with tenure right now, so that would be the ordinary way that you would count that. I believe that at one time the four-years at each level was in the document—four years before you were eligible for the next level.

**Senator Crothers:** In my own case, I went up in my fourth year as an associate. My file was being reviewed in my third year. I was on that cusp. So that is still ok I'm assuming under this.

**Professor Plantholt:** Now, under this, you would be considered in your fourth year. After four years of service as associate professor, you would be considered in the fourth year.

**Senator Crothers:** What if we recruit an associate professor externally? Are we telling them that they have to work at ISU for four years before they will be considered for full professor?

**Professor Plantholt:** Even without this change, it would be like that because you have to have four years of service at Illinois State University.

**Senator Alferink:** It might be wise to clarify this because you already say in the document that they are eligible for review during the tenth, but you don't say they are eligible for review during the fourth year as an associate. For clarification, you should add the phrase "during the fourth year as an associate professor and during the tenth year of service." Is that the intent of the committee?

**Professor Plantholt:** Yes, that would definitely be the intent.

**Senator Mallory:** What is the foundation for requiring four years of service?

**Senator Crothers:** I think we have been obsessed with time at this university for a long time.

**Senator Mallory:** Why isn't it based on someone's qualifications rather than how long they have been here?

**Senator Crothers:** That has been my argument for a long time.

**Senator Alferink:** The argument that might have been made, and one that I don't agree with, is that if someone comes here from Harvard, they would have had far more resources to do their work than might be true here. I would still say it should be based on their record.

**Professor Plantholt:** Some other arguments in the past include some focus on research and to build a record of your teaching here at ISU, as well as some service. So there is a factor there that you need some time to build up a record here at ISU. There is also the key wiggle word in there, "ordinarily". Therefore, in an unusual circumstance, we do have the flexibility to override that.

**Senator Ellerton:** One of my concerns would be the problem with recruitment of faculty at the associate professor level if they know that they would face, ordinarily, a minimum of four years at that level. If you have someone with outstanding qualifications and you want to make Illinois State attractive to those high flyers, are we setting the hurdles too high and perhaps discouraging that sort of person? Or is it all covered with "ordinarily"? I accept that that word is there, but I hesitate in making those boundaries even more rigid than they are already.

**Professor Plantholt:** Again, it is already in there that you, ordinarily, have to be Illinois State for four year; so this doesn't really change that.

**Senator Crothers:** If they are sufficiently high flying, we would hire them as full professors. The real question involves marginal cases, people who are good, but perhaps not extraordinary. One of the reasons why I have always hated these time requirements is because you are telling that person to wait for an arbitrary boundary of time.

**Provost Presley:** My research on this is a little dated, but, typically, the higher the prestige of the university, the less mention is made of time in ASPT documents. The word “ordinarily” is very important. I believe, for the sake of retention, recognizing people who have had extraordinary years to be able to do these things without time restraints on them.

**Senator Riegle:** The word “ordinarily” is brought into play for certain people at certain times. When I was hired, the same policy was in place, but I served four years at another university and three years here before I was promoted to full professor. So, ordinarily is invoked.

**Senator Crothers:** Effectively, what we are here to do tonight is to decide if we agree with the recommended changes. Historically, we have worked out an agreement with URC that if we don’t agree with them, we have to tell them why. I think we have done so tonight if we chose not to agree with them.

**Senator Wang:** Is there any stipulation in the ASPT document in regard to early promotion or is this the only place that concerns early promotion?

**Professor Plantholt:** Are you talking about early promotion to full professor?

**Senator Wang:** Or to associate professor. I remember that a couple of years ago, there was a discussion by the Senate about this. Is there a separate clause with regard to early promotion?

**Provost Presley:** The URC brought something to this body within the last two years. That version from the URC was in regard to the tenure decision. In particular, people who felt they were extraordinary should be encouraged to go up early if they wanted to make that case and if they were supported all the way along the line. We removed the penalty for going up early. So, if you went up for promotion and tenure earlier than your sixth year, you were not immediately out if it did not work. There was not that risk involved.

**Professor Plantholt:** In answer to your question, I don’t think that there is any reference to early promotion. The word ordinarily is what really allows for early promotion right now.

**Senator Wang:** I have a question about the second line of the language in question. It reads, “and have completed at least ten full-time years as a faculty member at the college or university level”. By inserting “associate professor”, would that have any implication on the second part?

**Professor Plantholt:** No, that would not affect the ten years.

**Senator Wang:** So, it is still the same; a person can be at ISU for ten years or a combination of ISU and other places?

**Professor Plantholt:** That is correct.

**Senator Crothers:** The missing case, and I am not sure that we recruit these people, is someone who does get an early promotion at another place or even here, does their four years as an associate professor, but has only served for eight or nine years. We are potentially, in effect, extending that person’s associate professorship artificially.

**Professor Plantholt:** Although if someone like that got their early tenure here, then certainly they would be excused as an extraordinary case.

**Professor Crothers:** I don't want to push anything through too quickly; I don't want to delay things unnecessarily. Are you comfortable making a decision tonight or would you rather think about it and have additional conversation?

**Motion:** To approve the revisions to the ASPT document recommended by the University Review Committee. The revisions were approved by a majority vote of the Senate. Those voting against the revisions were: Senators Kalter, Mallory, Ellerton and O'Malley. Senator Crothers abstained.

*Adjournment*