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University of Northern Iowa Faculty Senate Meeting Minutes, March 4, 1985

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Faculty Senate

March 4, 1985

1344

NEW/OLD BUSINESS

1. The Senate met with President Curris in executive session to discuss affirmative action policies and procedures.

The Senate was called to order at 3:15 p.m. on March 4, 1985, in the Board Room by Chairperson Boots.

Present: Baum, Boots, Dowell, Elmer, Erickson, Glenn, Goulet, Hallberg, Heller, Kelly, Krogmann, Peterson, Remington, Sandstrom, Story, Stockdale (ex officio).

Alternates: Tarr for Duea, Davis for Evenson, Rider for Richter.

Absent: Patton.

Members of the press were asked to identify themselves. Lynn Olson from the Northern Iowan and Rae Riebe from the Waterloo Courier were in attendance.

NEW/OLD BUSINESS

1. Story/Remington moved to move into executive session with the understanding that all remarks be related to personnel matters.

Kelly said that if the discussion should move into policies or procedures, the Senate should be in open session.

Heller asked if all the Affirmative Action Committee members were invited to attend the executive session.

The Chair said no, only those who raised questions.

Sandstrom said he hoped the Senate does not get so bound up in the legality of the session that we lose sight of the goal.

Remington/Story moved the Senate invite Judith Harrington, Vicki Grimes, Leander Brown, and Vice President Martin to the executive session. The motion carried.

The question was called on the main motion to move into executive session.

The motion carried with one dissent.

Goulet/Davis moved the Senate rise from executive session. Motion passed.

The Chair asked Vice Chair Krogmann to assume the Chair.

Boots/Glenn moved the following resolution: That the Senate reaffirm the principles upon which the Affirmative Action Office was established, and go on record as supporting the view that the policies and procedures of that office be allowed in the searches for merit, faculty, P&S, and administrative positions no matter what the level of those conducting the search; the Senate also supports the express need for more flexibility in the way the procedures are administered.

Sandstrom said the motion implies there is no flexibility in the search process, and he believes there is opportunity for flexibility.

Baum concurred.

Story said the process allows for flexibility but the way the procedures are administered prohibits flexibility.

Heller said if you have policies and procedures, you follow them. He would like the Senate to go on record saying they want to review them.

Leander Brown said he wanted to know for the record what the Senate is going to say about the policies.

Rider said he didn't think the procedures followed in the search for the new Vice President of Educational and Student Services were appropriate.

Goulet said we should have only one policy; if it is not flexible enough, it should be changed.

Stockdale stated he understood that in the executive session we reaffirmed our commitment to affirmative action, that the same procedures should be followed by everyone, and search committees should be able to be more flexible with the procedures followed.

Remington/Goulet moved to amend the motion by adding: "Those responsible for affirmative action speak clearly, directly, and publicly, as to their understanding of what the affirmative action policy is."

Boots asked how this would be followed up.

Remington said it would be followed up by whoever is speaking for the university.

Hallberg said it is clear there are policies and procedures. The President did not feel bound by them, and we don't have the power to bind him.

Sandstrom stated that adherence to the procedures, while commendable, should not get in the way of the goals of affirmative action. He added that the opportunity for flexibility in the current procedures has not been well-utilized.

Boots said that Marilyn Monteiro and the Affirmative Action Committee wrote the policies and procedures and sent them to the President for his approval. The President approved them, and the bottom line for the policies and procedures lies in his office.

Davis said the Remington/Goulet statement should be addressed directly to the President.

Story said it should be addressed to the President and Dr. Monteiro.

Davis offered a friendly amendment to send to the President and the Affirmative Action Officer.

The amendment was accepted.

The motion now reads: That the Senate reaffirm the principles upon which the affirmative action office was established, and go on record as supporting the view that the policies and procedures of that office be allowed in the searches for merit, faculty, P&S, and administrative positions no matter what the level of those conducting the search; the Senate also supports the expressed need for more flexibility in the way the procedures are administered. And further, the Senate requests that President Curris and Dr. Monteiro as the officers responsible for affirmative action on this campus speak clearly, directly, and publicly as to their understanding of what the affirmative action policy is.

The motion carried without dissent.

Glenn/Peterson moved the Senate adjourn at 5:20 p.m. Motion passed.

Respectfully submitted,

Mary Engen

These minutes shall stand approved as published unless corrections or protests are filed with the secretary of the Senate within two weeks of this date, Monday, March 11, 1985.