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Faculty and Staff Newsletter
Office of Communications
Governors State University
Park Forest South, Illinois 60466

BALANCING PUBLIC
AND COLLEGES' ENDS

MAY 7, 1973

Vol. 2, No. 36

UNIVERSITY ASSEMBLY...At its monthly meeting, April 19, reversed Executive Committee Action in the faculty-at-large special election by validating the original election and seating DAVE BURGEST (CHLD). (ED MILLER (CEAS) had been seated after a runoff)...In another matter of controversy, UA in a 15-1 roll call vote approved forwarding the instructional program in Science Teaching to the Superintendent for Public Instruction for consideration. Developed by CEAS and approved by the University's Teacher Education Committee, the curriculum proposal had been rejected by BILL KATZ (CHLD, and responsible for certifying all GSU teacher education programs) for not insuring competency to teach in culturally different, notably minority, group situations; others disagreed with the contention.

OTHER ASSEMBLY ACTION...Amended the Professional Personnel Systems Document to include student evaluation of instruction as an integral part of the evaluation process of professional staff...Ruled a Physical Resources Committee proposal to abolish itself requires a Constitutional Amendment...Rescinded GSU policy on incompletes and overloads and referred matter of developing a new policy that would "...weed out deadweight, but not be prejudicial to the interests of students who are making orderly progress toward their degrees...." jointly to SCEPP and Student Affairs Subcommittee...Also, requested from BOG a comprehensive explanation of rationale on which the Sztuba parcel decision was based...And, requested the Chairperson or other Fiscal Resources Committee representative to present a complete explanation of the mechanics of the budgetary process and the flexibility allowed by law and through the Bureau of the Budget...**THERE WILL BE A SPECIAL UNIVERSITY ASSEMBLY MEETING THURSDAY, MAY 10, 4 P.M., PERFORMING ARTS ROOM.**

HAVING A SPRING FLING...Open is how the GSU Chess Club wants you to spend Thursday, Friday, and Saturday, May 10-12: It's a five round Swiss-style tournament with a \$250 fund. All players must belong to the U.S. Chess Federation, but you may join at the tournament. Registration is Thursday from 5:30 to 7:00 p.m., and the entry fee is \$8.00. In a Swiss tournament no one is eliminated -- everyone plays all five games. Contact BILL WHITED, c/o Student Services, for additional details.

THE CALL OF THE WILD...Beckons to a meeting of Thorn Creek Audubon Society Wednesday, May 9, 7 p.m., at the Park Forest Library. And it's echoed by their next field trips Saturday, May 12, to Thorn Creek Woods. Birders are to meet at 7 a.m. at Park Forest So. Fire Station Parking Lot. Those interested in wild flowers are to gather at the same place at 10:00 a.m.; JOHN CHAMBERS (CEAS) will lead a wild flower study in the Woods.

BALANCING PUBLIC CONTROL AND COLLEGES' INDEPENDENCE

In its report on governance, the Carnegie Commission on Higher Education says it favors the following patterns "for the distribution of authority between public agencies (including coordinating councils) and academic institutions (including multi-campus institutions)."

Public control	Institutional independence
Governance	
Basic responsibility for law enforcement	
Right to insist on political neutrality of institutions of higher education	Right to refuse oaths not required of all citizens in similar circumstances
Duty to appoint trustees of public institutions of higher education (or to select them through popular election)	Right to independent trustees: No ex-officio regents with subsequent budgetary authority
	Right to nonpartisan trustees as recommended by some impartial screening agency, or as confirmed by some branch of the state legislature, or both; or as elected by the public
Right to reports and accountability on matters of public interest	
Duty of courts to hear cases alleging denial of general rights of a citizen and of unfair procedures	
Financial and business affairs	
Appropriation of public funds on basis of general formulas that reflect quantity and quality of output	Assignment of all funds to specific purposes
Post-audit, rather than pre-audit, of expenditures, of purchases, of personnel actions	Freedom to make expenditures within budget, to make purchases, and to take personnel actions subject only to post-audit
Examination of effective use of resources, on a post-audit basis	Determination of individual workloads and of specific assignments to faculty and staff members
Standards for accounting practices and post-audit of them	
General level of salaries	Determination of specific salaries
Appropriation of public funds for buildings on basis of general formulae for building requirements	Design of buildings and assignment of space
Academic and intellectual affairs	
General distribution of students by level of division	
Policies for equal access to employment for women and for members of minority groups	Academic policies for, and actual selection and promotion of, faculty members
Policies on differentiation of functions among systems of higher education and on specialization by major fields of endeavor among institutions	Approval of individual courses and course content
No right to expect secret research or service from members of institutions of higher education; and no right to prior review before publication of research results; but right to patents where appropriate	Policies on and administration of research and service activities
	Determination of grades and issuance of individual degrees
	Selection of academic and administrative leadership

(Continued on bottom of next page)

"What Happened to Them
Once
They Were There..."

By Lane Tracy

CONTINUED FROM LAST WEEK --

But, one may argue, there are still several ranks within the class of secretaries—file clerks, typists, stenographers, receptionists. In addition, secretaries hold levels in their parahierarchies corresponding to the hierarchical levels of the executives they serve. Does not a secretary tend to rise to her level of incompetence within her own class?

I have concluded that the answer is no, and for four reasons.

In the first place, since women are seldom permitted to take positions such as business executive, physician, engineer, or college professor, there exists a large pool of talented women from which to draw.

Second, as previously noted, there is no cultural expectation of a regular or rapid advancement for women.

Third, the pay differential between different secretarial positions is not nearly as wide as that between the corresponding executive positions. Consequently, the monetary incentive for advancement is not as great.

Finally, and most importantly, the secretarial parahierarchy is not a true hierarchy; it would not stand without the supporting structure of the executive

hierarchy. A true or vertical hierarchy is always buttressed by a system of formal authority, in which each level directly bosses the level below and, indirectly, all lower levels. The motivation to move up in the hierarchy is strengthened by the desire to get one more level of authority off one's back.

But secretaries are bossed by the executives they work for, and the load gets no lighter—in fact, it may even get heavier—as they move up. Consequently, the authority structure provides no motivation to try to rise in the hierarchy.

Men may assume positions ranging from ditchdigger to President of the United States. Only in positions held by women is the operation of the Peter Principle held in check.

The old saying that secretaries really run the company, or that nurses really run the hospital, is no joke. It is such productive parahierarchies which provide the glue that holds our society together. Without them, business, government, medicine, and education would long ago have collapsed under the weight of cumulative incompetence.

Lane Tracy is Associate Professor of Management, College of Business Administration, Ohio University.

Public control

Institutional independence

Enforcement of the national Bill of Rights

Policies on academic freedom

Policies on size and rate of growth of campuses

Policies on size and rate of growth of departments and schools and colleges within budgetary limitations

Establishment of new campuses and other major new endeavors, such as a medical school, and definition of scope

Academic programs for new campuses and other major new endeavors within general authorization

Influence but not public control

Institutional independence

Academic affairs—innovation

Encouragement of innovation through inquiry, recommendation, allocation of special funds, application of general budgetary formulas, starting new institutions

Development of and detailed planning for innovation

GSUings...FRANKIE BARNES (SS) working and vacationing in Spain...TULSI SARAL (CHLD) programming "Communication for Sexual Responsiveness" at Annual Conference of Am. Society for Group Psychotherapy and Psychodrama in New York; being elected secretary, Intercultural Communication Div., ICA...JIM GALLAGHER (CEAS) chairing local arrangements committee for 1974 Nat'l. Ass'n. for Research in Science Teaching Convention to be held in Chicago...BETH HERLINGER (CCS) participating in panel on Southern rural and ethnic migration at Central States Anthropological Society Annual Meeting in St. Louis, then coming home to be concertmaster with Thornton Junior College Orchestra performance of Brahms' "Requiem" ...PETER GUNTHER and RICH POLLAK (both CEAS) presenting papers at ISAS meeting... CARL PETERSON (LRC) exhibiting in "Scenes from Lemont -- Past and Present" in a month-long observance of village centennial...SUSAN GEBHARDT (CEAS) writing "A New Model in Nursing Education" for April Nursing Outlook...JON CARLSON (CHLD) having article on consulting in Winter, 1973, School Psychology Digest...BOB BAILEY and BOB Hauwiler (both A & R) serving as session chairmen during 59th Annual Meeting of American Ass'n. of Collegiate Registrars and Admissions Officers...KATHY WAGNER (CEAS) attending Nurse Practitioner Program at U. of Md., Baltimore...MARY LOU CAMPBELL (COMM) talking about Black press, communication, and corporate direction in the future at 3rd Annual Conference of Nat'l. Urban Affairs Council in Chicago... ANNA KONG (CHLD) attending Midwest Professional Conference for Communicators in Madison...DAVE WIGHT (ICC) being appointed Director, ICC, from Acting Director...TED ANDREWS, HERMAN SIEVERING, and DAN CASAGRANDE (all CEAS) attending Nat'l. Ass'n. of Environmental Education's 2nd Annual Conference in St. Louis; SIEVERING giving introductory sessions on APEX Simulation; CASAGRANDE explaining "Graduate Education in Environmental Science"... LOWELL CULVER (CBPS) giving a paper, "Teaching Political Science at an Innovative University," at Western Political Science Ass'n. Annual Meeting in San Diego...ED STORMER (CHLD) conducting workshop and group counseling demonstration for the Child and Family Service Center in Waukegan.



DIALOGUE

Wednesday

May 9

12:30 - 1:30

Commons

Student Assistant Deans
Student Representatives
Bill Engbretson
Students

NEW COMMUNITY ENTERPRISES...Developers of Park Forest South, held a press conference last week to introduce its new president, GEORGE CADAR. CADAR noted that NCE is de-emphasizing activities in building homes to concentrate on its role as developer, including production activities in commercial, industrial, recreational, and land development. He will be the operational head of NCE, while LEWIS MANILOW becomes chairman of the board and will concentrate on planning efforts. Cadar expressed hopes for close coordination with the PFS village government and indicated that he's asked for a complete list of promises made to the village and others so they can all be fulfilled...Current population of PFS is an estimated 4,000. Approximately 800 family units will be added in 1973 as the village heads toward its goal of 100,000 to 110,000 in the 1980's...On another note, Cadar expressed optimism that the PFS/GSU IC Railroad extension can be speeded up for completion by the end of 1974.

THE MAY 1 BHE MEETING...Produced more delays on the higher education budget...BHE reaffirmed its February budget of \$647.2 million, which included \$8.7 million for GSU...then responded to the Governor's request for advice that included sending a strong statement of the adverse effects his budget of \$601.4 million (\$7.4 for GSU) would produce. The Illinois legislature currently has a GSU funding bill at \$8.7 million. At the moment, the final figure is anybody's guess.

To: GSU Staff and Students

From: Jerry Baysore

Date: May 3, 1973

Re: Garden Plots

Again this year President Engbretson has dedicated the land just south of the Krabbe House for garden plots for GSU staff and students. I will coordinate the plot requests, assignments, the staking of garden plots, etc.

The farmer leasing the remaining farm land has agreed to plow and disc the land just as soon as the ground will permit.

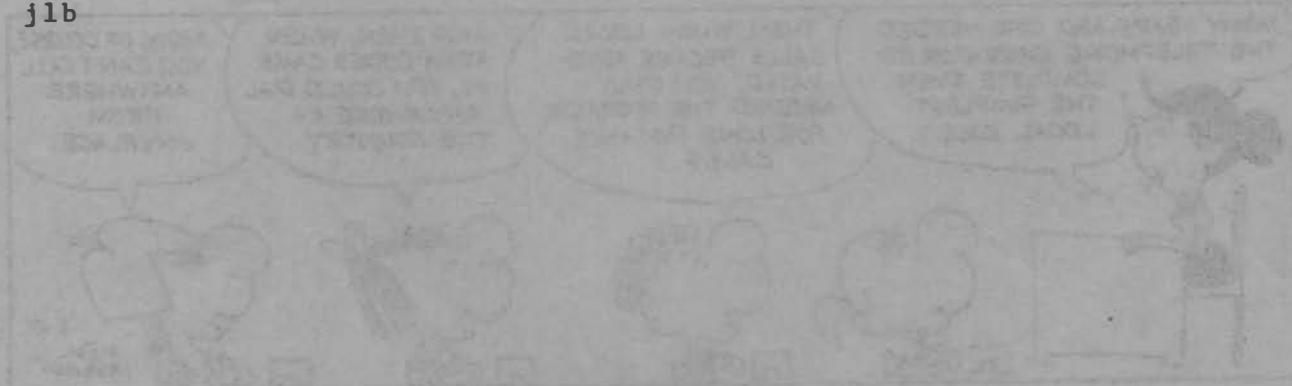
Please submit your name to me by May 15, 1973 if you wish a plot. The plot size will be determined after the number of people wishing plots is known. The plots last year were about 20'x 40'. Many people shared plots since this was quite a big plot.

If the number of requests received exceed the available land, a chance drawing will occur to determine successful farmer applicants.

Once the land has been plowed, I'll have it staked and will notify everyone it is ready for use. Again this year, hose will be available in the farm shed. Any expenses incurred such as for laths for staking out the plots, hose, etc., will be shared.

Some of us are anxious to get started planting but please wait. If Shorty plows the area and we have already planted, I guess the results can be anticipated.

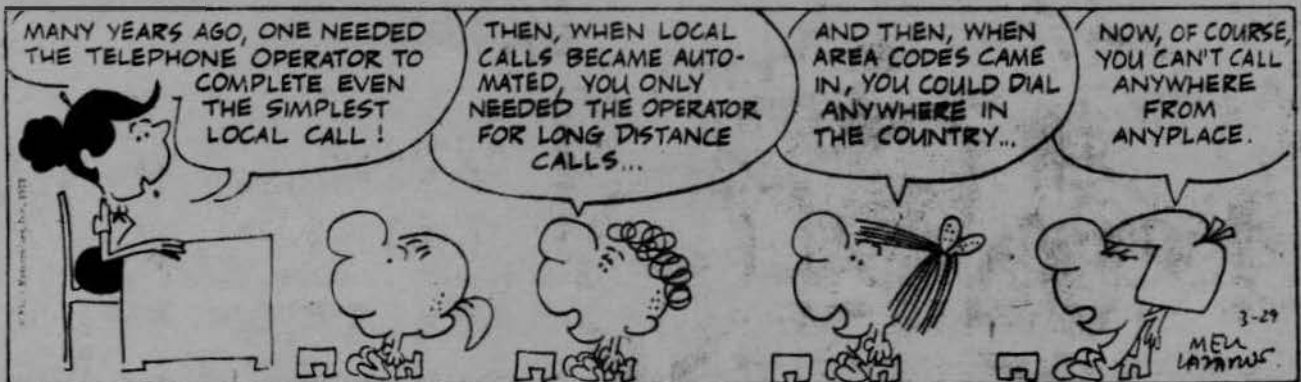
jlb





MISS PEACH

By Mell Lazarus



EVENTS

MONDAY, MAY 7

8:30 a.m. - 10:00 a.m.	Academic Affairs Staff (AA Area)
9:30 a.m. - 12:00 noon	Coop Ed Staff (830)
10:30 a.m. - 12:00 noon	A & R Staff (Mini-conf.)
2:30 p.m. - 4:00 p.m.	H S Coordinating Council (Mini-conf.)
3:30 p.m.	ICC Staff (Preview Room)

TUESDAY, MAY 8

8:30 a.m. - 10:00 a.m.	V.P.'s meet with President (Mini-conf.)
10:00 a.m. - 12:00 noon	Financial Aids (Mini-conf.)
1:00 p.m.	Innovator Staff (North Rotunda)
1:00 p.m.	HSRC Staff (HSRC Area)
1:30 p.m.	LRC Staff
1:30 p.m. - 3:00 p.m.	Academic Wing (Mini-conf.)

WEDNESDAY, MAY 9

8:30 a.m. - 10:00 a.m.	Dean's Meeting (Mini-conf.)
10:00 a.m. - 12:00 noon	E P & P (Mini-conf.)
12:00 noon - 1:15 p.m.	FOCAL POINT (Mini-conf.)
12:30 p.m. - 1:30 p.m.	Dialogue with President (Commons)
1:30 p.m. - 3:00 p.m.	ISP Task Force (Mini-conf.)
4:00 p.m.	Round Table Discussion (Mini-conf.)

THURSDAY, MAY 10

9:00 a.m.	Board of Governors Meeting, Chicago
9:00 a.m. - 10:30 a.m.	Civil Service Info Meeting (Mini-conf.)
9:00 a.m. - 11:00 a.m.	CEAS Faculty (802)
10:30 a.m. - 12:00 noon	Governance Committee (Mini-conf.)
11:30 a.m. - 3:00 p.m.	Jr. College Recruiting (Olive-Harvey College)
12:00 noon - 1:30 p.m.	Committee on the Future (Mini-conf.)
12:30 p.m. - 5:00 p.m.	Governance Committee (830)
1:30 p.m. - 3:00 p.m.	CBPS Staff (Mini-conf.)
4:00 p.m.	Special University Assembly Meeting for Professional Personnel Systems (Performing Arts Room)

FRIDAY, MAY 11

8:30 a.m.	V.P.'s meet with the President (Mini-conf.)
9:00 a.m. - 4:00 p.m.	All Faculty Retreat (246 - 248)
12:00 noon - 1:15 p.m.	Executive Committee (Mini-conf.)

SUNDAY, MAY 13

6:30 p.m. - 10:00 p.m.	Sunday Evening Drop In (Commons)
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EVIL



Butler
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MONDAY, MAY 3

10:00 a.m. - 11:00 noon
11:00 a.m. - 12:00 noon
1:00 p.m. - 2:00 p.m.
2:00 p.m. - 3:00 p.m.

TUESDAY, MAY 4

10:00 a.m. - 11:00 a.m.
11:00 a.m. - 12:00 noon
1:00 p.m. - 2:00 p.m.
2:00 p.m. - 3:00 p.m.
3:00 p.m. - 4:00 p.m.

WEDNESDAY, MAY 5

10:00 a.m. - 11:00 a.m.
11:00 a.m. - 12:00 noon
1:00 p.m. - 2:00 p.m.
2:00 p.m. - 3:00 p.m.
3:00 p.m. - 4:00 p.m.

THURSDAY, MAY 6

10:00 a.m. - 11:00 a.m.
11:00 a.m. - 12:00 noon
1:00 p.m. - 2:00 p.m.
2:00 p.m. - 3:00 p.m.
3:00 p.m. - 4:00 p.m.

FRIDAY, MAY 7

10:00 a.m. - 11:00 a.m.
11:00 a.m. - 12:00 noon
1:00 p.m. - 2:00 p.m.

MONDAY, MAY 8

10:00 a.m. - 11:00 a.m.