

UNIVERSITY OF MINNESOTA

FACULTY SENATE

MINUTES

May 31, 1973

The fourteenth meeting of the Faculty Senate for the year 1972-73 was convened in Room 325 Science Classroom Building on Thursday, May 31, 1973. Checking or signing the roll as present were 94 members of the faculty, 1 member of the Administrative Committee, and 1 nonmember. The meeting was called to complete the second reading of the tenure code.

Vice Chairman Frank J. Sorauf presided.

The following items were considered and action was taken as indicated.

I. EDITORIAL CHANGES

Reported for Action

The vice chairman recognized the chairman of the Tenure Committee who asked for unanimous consent to the following two slight alterations.

1.

The final sentence of section 2, page 5, beginning at line 14, now reads:

14. Nothing in these regulations, nor in any
15. subsequent amendment to them, shall be deemed to impair any contract rights
16. acquired by any faculty member prior to the adoption of these regulations
17. or the adoption of such amendments.

2.

Section 16.221 to be placed after line 11, not line 8 on page 87.

Approved unanimously

II. AMENDMENT TO CLARIFY SECTION 4.312

Reported for Action

AMEND section 4.312, page 13, lines 8-15, as follows:

([4.31 The "non-regular faculty" consists of the following individuals: . . .])

8. 4.312 Those who hold appointments, regardless of rank, exclusively in
9. academic units or sub-units created for a limited period of time either because
10. they are experimental in character or for some other reason; ~~or~~
11. 4.3121 Those who hold appointments, regardless of rank, which are
12. designated to be non-regular in the written statement issued pursuant to

13. section 5.2 because they are not funded entirely from general state legislative
 14. appropriations, including tuition but (Appointments which depend, in
 15. whole or in part, upon other sources of funding, such as special legislative
 15a. appropriations or grants from federal government agencies, private foundations,
 15b. or private corporations or individuals, may be designated as either regular
 15c. or non-regular appointments, depending upon the probability of recurring
 15d. financial support for the appointment. A portion of the funds from such
 15e. other sources may be used to support regular positions and another portion
 15f. to support non-regular positions. If the written statement issued pursuant to
 15g. section 5.2 does not designate such an appointment to be non-regular, it is
 15h. a regular appointment.);

Comment. This is not intended to change the meaning of section 4.312. It is intended to clarify a matter which seems to have caused some confusion.

An appointment wholly supported by general state appropriations (the so-called "0100 money") must be a regular appointment, unless it fits within one of the other categories of section 4.31.

An appointment supported on "soft" money to any degree may be either regular or non-regular. The decision will be on the basis of "how soft" the money is. If the probability of renewal (or re-funding) is extremely high, all of the money might be used to support regular positions. If it is low, all might be designated for non-regular positions. If it is intermediate, a portion might be used for regular positions and another portion for non-regular positions.

Once a position is designated regular, the faculty member is entitled to all the rights of a regular faculty member. If the source of funding fails and funds cannot be made up from other sources, section 15 would apply.

If there is no designation, an appointment is "regular." Once designated "regular" a faculty member cannot be transferred to the non-regular faculty without his consent.

Approved

III. AMENDMENT TO SECTION 15.1

Reported for Action

AMEND section 15.1 as amended by action on May 10; as reported in "Third Reading of Tenure Document."

15. Other than as provided in section 16, no appointment with
 15a. continuous tenure shall be terminated or suspended, and no other
 15aa. appointment shall be terminated or suspended before the end
 15aaa. of its term except in the case of a demonstrably bona fide financial
 15b. emergency caused by a drastic reduction in the instructional budget of the
 16. University, consisting of the general state legislative appropriation, including
 17. tuition, and any other funds which have actually been relied upon
 18. to support regular faculty positions ~~with continuous tenure.~~
 19. This situation shall hereinafter be referred to as a "state of fiscal
 20. emergency," to be invoked only in accordance with the procedures prescribed in
 21. section 15.

Note. The original text of this amendment, as proposed on May 10, presumed the subsequent adoption of several amendments by Professors Green, Hurwicz, and Terrell. These amendments were rejected on May 10, so the slight change in the language suggested above is necessary.

Approved

IV. MOTION TO RECOMMIT

Reported for Action

A motion was made to recommit the Tenure Code to the committee as follows:

- 1) The Faculty Senate affirms its support of the following principles and policies regarding tenure in times of financial exigency:

1) A strong University requires the protection of academic freedom that a strong tenure policy helps to provide. A strong tenure policy demands that high standards consistently be applied in the granting of tenure. Once granted, tenure rights must then be given the fullest protection possible, particularly in times of financial exigency.

2) Allowance must be made for the possibility that in times of financial exigency means must be found for reducing the University's expenses arising from the salaries of faculty with continuous tenure. Means to be considered in this regard may include direct salary reduction; mandatory quarter-leaves-of-absence, suitably spaced; and reduction of 12-month appointments to 9-month ones. Other such means may also be found. However, such means shall not include the termination or suspension of appointments of faculty with continuous tenure.

3) The means to reduce salary expenses referred to above shall be applied on a uniform and systematic basis, governed by such objective criteria as salary level, academic rank, academic unit, years of service to the University, age, or whether current appointment is a 12-month or 9-month one. Criteria based on the relative merits of individual faculty members shall not be used.

4) The means of response to financial exigency considered above shall be subject to the procedural safeguards presently incorporated in Section 15 (Second Reading, as amended) including a declaration of fiscal emergency by the Board of Regents.

II) The Faculty Senate resubmits the proposed Regulations Concerning Faculty Tenure to the Tenure Committee with the request that the proposed regulations be revised in accord with the principles and policies outlined above. The main effect of this motion is intended to fall on Section 15, although changes in other parts of the proposed regulations will presumably be required for consistency.

Disapproved

V. AMENDMENT TO SECTION 15.25

Reported for Action

AMEND section 15.26, page 5 of the Yellow Document, lines 8-15, as follows:

8. 15.26 Before the President
9. recommends to the Board of Regents that a state of fiscal emergency be declared,
10. the Consultative Committee and the Administrative Committee shall explore very
11. carefully the whole range of possible alternative methods of achieving savings,
12. with appreciation of the fact that teaching and research constitute the essential
- 12a. reasons for the existence of the University, and that a regular probationary or regular
- 12b. tenure appointment that is secure is fundamental to a faculty member's
- 12c. commitment to his or her students, academic unit, University and community.
13. It will be necessary to declare a state of fiscal emergency in order to effect
14. savings by a plan of mandatory leaves of absence.

Approved as amended

(The docket was re-ordered at this point)

VI. AMENDMENT TO SECTION 15.31 and SECTION 15.512

Reported for Action

AMEND section 15.31, Yellow Document page 6, lines 17-26 (replacing page 77, line 17, through page 78, line 1, of the Blue Document), as follows:

17. 15.31 Once it is determined, in accordance with section 15.2, that a
 18. state of fiscal emergency exists, ~~and that it is necessary to terminate or suspend~~
 19. ~~any appointment with continuous tenure, or any other appointment before the~~
 20. ~~end of its specified term, in any academic unit, the procedures set forth in~~
 21. ~~sections 13.1 - 13.5, to the extent they are appropriate, shall govern the deter-~~
 22. ~~mination as to which faculty member holding such appointments in that unit will~~
 23. ~~be displaced; the portion of savings that must be effected shall be allocated~~
 23a. to each collegiate and campus unit in accordance with the consultative process
 23b. described in section 15.2. The collegiate or campus unit shall in turn,
 23c. utilizing its usual decision procedures, adopt a plan which allocates such
 23d. reductions among its academic units and sets forth a method for selecting
 23e. those individuals whose appointments will be affected which does not involve
 23f. the individual re-evaluation of members of the faculty with continuous
 23g. tenure. Each such plan shall be submitted to the Vice-President for
 23h. Academic Administration and the Faculty Consultative Committee for approval
 23i. and shall not become operative without the approval of both. If there is
 23j. provision for the termination of any appointments, to the extent consistent with
 23k. the educational objectives in view, persons holding non-regular
 24. appointments shall be displaced before persons holding regular appointments
 25. and persons holding regular probationary appointments shall be displaced before
 26. persons holding regular appointments with continuous tenure.

And AMEND section 15.512, page 81, item (b) and (c), lines 5-7 as follows:

5. (b) ~~available data bearing materially on his performance were not~~
 6. ~~considered; the decision was based upon an individual re-evaluation of the~~
 6a. fitness of a faculty member on continuous tenure without following the
 6b. procedures prescribed in section 16;
 7. (c) ~~demonstrable mistakes of fact about his work or conduct were made;~~
 And RE-LETTER the subsequent items to conform.

A motion to determine the order of terminations by lottery, lacking a second,
 failed.

Approved

VII. AMENDMENTS TO SECTION 15.26

Reported for Action

AMEND section 15.26, page 5 of the Yellow Document, by adding a new
 sentence at the end:

- 14a. Priority consideration should be given to suspensions before any
 14b. terminations, and short term suspension methods should be thoroughly explored
 14c. before any long term suspensions are used.

Approved

AMEND section 15.26, page 5 of the Yellow Document, by adding an
 additional new sentence at the end:

- 14d. The
 14e. choices of persons whose appointments are suspended or terminated under the provisions
 14f. of section 15 will be based on objective criteria announced before the choices have
 14g. been made.

Approved

VIII. AMENDMENT TO SECTION 15.31

Reported for Action

AMEND section 15.31, page 6 of the Yellow Document, lines 17-26 (replacing
 the Blue Document, page 77, line 17, through page 78, line 1) as follows:

17. 15.31 Once it is determined, in accordance with section 15.2, that a
18. state of fiscal emergency exists and that it is necessary to terminate or suspend
19. any appointment with continuous tenure, or any other appointment before the
20. end of its specified term, in any academic unit, the procedures set forth in
21. sections 13.1 - 13.5, to the extent they are appropriate, shall govern the deter-
22. mination as to which faculty member holding such appointments in that unit will
23. be displaced. ~~To the extent consistent with the educational objectives in view,~~
24. ~~persons~~ Persons holding non-regular appointments shall be displaced before persons
25. holding regular appointments and persons holding regular probationary appointments
26. shall be displaced before persons holding regular appointments with continuous
27. tenure.

Disapproved

IX. AMENDMENT TO SECTION 15.31

Reported for Action

AMEND section 15.31, Yellow Document, page 6 (replacing Blue Document, pages 77-78), by adding a new sentence at the end:

- 26a. Within the tenure category, persons with fewer years of tenure at the University
- 26b. of Minnesota will be terminated before persons with more years of tenure at the
- 26c. University of Minnesota.

Withdrawn

X. AMENDMENT TO SECTION 15.41

Reported for Action

AMEND section 15.41, page 79, lines 2-11, as follows:

2. 15.41 In every case in which the Board of Regents terminates or suspends
3. an appointment pursuant to section 15, or suspends an appointment for a full
- 3a. academic quarter or more, the President shall give the faculty
4. member affected written notice of such action not later than March 1 of the
5. academic year prior to the academic year at the end of which the suspension or
6. termination is to take effect. If such notice is not given, the faculty member
7. shall be paid a sum as severance pay equivalent to his current salary for nine
8. months or 12 months, depending on whether his appointment is for an academic
9. year or a calendar year. The Board of Regents may give an additional sum in
10. severance pay to faculty members with continuous tenure, depending upon the
11. length and quality of their service. Suspension or any other form of curtailment
12. of an appointment for one full academic quarter or less shall require nine months
13. notice and shall in no circumstances be effective without such notice.

Approved as amended

XI. AMENDMENT TO SECTION 15

Reported for Action

AMEND section 15 at the places indicated to STRIKE OUT a reference to "section 15.511(c)" and INSERT a reference to "section 15.512(d)."

In section 15.53	at page 82	line 9
15.54	83	5
15.54	83	13
15.55	83	21
15.56	84	13

Approved

XII. AMENDMENT TO SECTION 15.42

Reported for Action

At the end of section 15.42, page 80, line 6, add the following:

- 6a. A faculty member whose appointment has been suspended or terminated under
6b. the provisions of section 15 shall continue to enjoy full library use privileges.

Comment. This is crucial to enhancing the faculty member's chances of continuing academic work and does not impose a serious burden on the University. The privileges could be discontinued if the faculty member accepted a regular position at another university.

Other privileges (e.g., office space) would, of course, also be helpful, but library privileges are most essential.

Approved

XIII. AMENDMENT TO SECTION 16

Reported for Action

To delete the words "individual rights" which were added to Section 16 (line 9, page 86 of the blue document) by amendment during the second reading.

Disapproved

XIV. AMENDMENT TO SECTION 16.1

Reported for Action

At the end of the first paragraph of section 16.1, as amended (which added the words 'or individual rights'), page 86, line 10 add the following:

- 10a. No appointment shall be terminated on the grounds of conduct destructive
10b. of individual rights of other members of the academic community unless the
10c. faculty member holding the appointment has been found guilty of such conduct in a
10d. court of law.

Comment. Without such requirement, there is danger of arbitrariness based on subjective interpretations of 'individual rights.'

Note. That the requirement is not imposed with regard to conduct destructive of academic freedom; here review procedures are carried out by persons who are specialized in matters pertaining to academic freedom.

Approved

At this point in the discussion, the chairman of the Consultative Committee moved that the vote on the main motion should be taken no later than 5:10 p.m.

Approved

A motion was made to suspend the rules to permit the introduction of the following statement which would precede the Foreword of the Tenure Code. The motion *carried*.

POLICY ON TENURE

In recognition of the fact that the subject matter of the various areas of scholarly endeavor does vary in degree of public acceptance from time to time and that University faculty do have an obligation to pursue scholarly research and promulgation of ideas in all areas of human interest regardless of popularity, the Regents of the University of Minnesota do maintain a system of faculty tenure at the University for the express purpose of protecting the

freedom of its faculty members to engage in scholarly activities commensurate with their individual training.

After discussion, the preceding statement was *disapproved*.

The main motion — that the Faculty Senate recommend adoption of the Regulations Concerning Faculty Tenure, as revised and amended was made and seconded.

Approved

(The vote was 91-4)

The Faculty Senate expressed unanimously its appreciation and thanks to the Tenure Committee for the work performed during the past three years in order to complete the revision of the Tenure Code.

The following resolution concerning transmission of the Tenure Code to the Board of Regents was presented:

**FACULTY SENATE RESOLUTION ON
TRANSMISSION OF TENURE CODE**

Resolved:

That the Vice-chairman of the Faculty Senate designate an *ad hoc* committee of the Tenure Committee and such other members as he shall designate to transmit and discuss with the Regents the proposed Tenure Code. The committee functions shall be limited to liaison and discussion and it shall not purport to speak for the Senate with respect to any modifications of the proposed document as approved by the Senate.

1. The members shall be selected so as to represent the major points of view in the Senate.
2. The committee shall report back to the Faculty Senate sometime early in the Fall.
3. Nothing in the resolution is intended to restrict the modes of communication to be chosen by the Regents with the Faculty Senate.

Approved

Eleanor Fenton, Leonid Hurwicz, and Charles McLaughlin were added to the committee. Tenure Committee: Fred Morrison, chr., Thomas Bacig, Sue Bobrow, Roger Larson, Joseph Latterell, Lloyd Lofquist (*ex officio*), Phillip Tichenor; students Gary Engstrand, Janet Salomonson.

XV. REPORT OF THE SENATE COMMITTEE ON FACULTY AFFAIRS

Reported for Information

After presenting the report, the chairman of the committee suggested the following priorities:

This Committee favors the long-term goal of harmonizing proportion of fringe benefits coverage with proportion of appointed time for academic workers. We recognize that there will be problems relating to the appropriateness of the specific benefit to the personnel category (i.e., students and the retirement plan), the balance of "worth" to the University in the extension as compared to probable high costs involved, and the fact that eligibility for certain benefits is not set by the University. (Eligibility rules for the State Plan are determined by the Minnesota Legislature.)

After studying the Fringe Benefit matrix, S.C.F.A. members concluded that priorities in extending fringe benefits to academic personnel should be set. In our discussions we have been primarily concerned with those fringe benefits materially affecting the health or economic security of staff members: Social Security, the State Plan, Disability-Income and Waiver, \$20,000 Group Life and the Retirement Plan. We are especially concerned about the complete lack of Social Security coverage for all part-time academic workers: faculty and students. Most workers in American society, even those whose work is menial and irregular, are covered compulsorily by Social Security; covered also are part-time academic personnel at other universities. All part-time civil service workers at the University of Minnesota are covered. It might be argued that Social Security coverage is not properly an occupational fringe benefit at all, but is a worker's right in this country. Accordingly, we strongly suggest that first priority be given to extended Social Security coverage for all academic personnel.

Your Committee suggests that second priority be given to those University fringe benefits logically associated with a major career commitment to the University: the State Plan, Disability Income and Waiver, \$20,000 Group Life Insurance and the Retirement program. We feel that part-time academic personnel whose major career commitment is not to the University would generally not need these benefits since they would be provided privately or through another institution. Conversely, those academic personnel whose major career commitment is to the University would find the University to be the natural source of such benefits, and the University should want to provide an incentive for such personnel to remain. Accordingly, we feel that academic personnel who are appointed at 50 percent time or more, and are not transitory in their University career, should be eligible to participate in the State Plan, Disability Income and Waiver, \$20,000 Group Life Insurance and the Retirement program. If coverage is not extended in all these areas, we feel that it should be extended in the order listed above.

SHIRLEY CLARK
Chairman

The chairman of the Consultative Committee moved to accept the report and recognize the need of the Committee on Faculty Affairs to place a high priority on the development of the required cost data, and for the Administration to provide funds for that purpose. The Committee on Faculty Affairs should report again to the Faculty Senate during the academic year 1973-74.

Approved

The following tribute to Vice Chairman Frank J. Sorauf was presented at the conclusion of the meeting:

Mr. Chairman, once again I rise to express our appreciation for the good humor, the keen wit, and the sure hand with which you have conducted these fourteen sessions. Had we known last fall what lay ahead, and had we been a more reverent group, we might have prayed then:

"Give us grace and strength to forbear and to persevere.

Give us courage and gaiety and the quiet mind.

Spare to us our friends.

Softener to us our enemies."

Now as we look back upon these fourteen sessions and what we have done here, perhaps it is still appropriate to ask, for you and for us all:

"Spare to us our friends.
Soften to us our enemies."
Thank you, Professor Sorauf, from all of us.

Approved unanimously

The Faculty Senate adjourned.

W. DONALD BEATTY
Clerk of the Faculty Senate

Appendix 1

ABSTRACT OF DISCUSSION

The meeting was called to order at 3:15 p.m. by Frank Sorauf, professor of political science and vice chairman of the Senate. He noted that it was the fourteenth meeting held to consider revisions of tenure regulations.

Fred Morrison, professor of law and chairman of the Tenure Committee, introduced an editorial change in Section 2 and a change in position of one portion of Section 16, which were approved. He and Harley Otto, professor of agronomy, proposed clarification of the status of those supported by "soft" monies by providing for evaluation of the assurance of recurring financial support. That amendment was also approved. A further amendment by Mr. Morrison called for addition of a clause to prohibit termination or suspension before the end of its term of *any* appointment, not just those with tenure. That amendment was approved.

A motion to recommit the proposed tenure regulations to the Tenure Committee was presented by William Zimmerman, professor of physics. Included in his proposal was an outline of principles and policies regarding tenure in times of financial exigency which affirmed protection of academic freedom, and support of some means other than suspension or termination of tenured faculty members to meet reductions in expense, if required, by means of a uniform and systematic method governed by a number of criteria other than relative merits of faculty members. He termed them a major redirection of the tenure policy and affirmed his belief that the University needed a strong tenure policy with fullest protection, particularly to so-called "dead wood," which his plan would provide. The Tenure Committee opposed the motion, Mr. Morrison indicating that some of the issues dealt with in the Zimmerman paper would be voted on later in the meeting. He felt that the proposed regulations offered protection in terms of the many factors involved in making evaluations as well as the procedural safeguards of faculty control and Judicial Committee hearings. He said that educational objectives had to be a major consideration and that the proposal for automatic terminations was not a desirable procedure. Leon Green, professor of mathematics, was skeptical about relying on treatment of the issues raised by Mr. Zimmerman later in the meeting and he asked whether the Tenure Committee would support the proposal to be introduced by Burnham Terrell, professor of philosophy. Mr. Morrison replied in the negative but said it would support the proposal to be presented by Leonid Hurwicz, professor of economics. Samuel Krislov, professor of political science, argued against recommitment, contending that the present Faculty Senate was better informed on the issues than a new Senate would be next year. The Zimmerman motion was then defeated.

Paul Rosenblatt, associate professor of family social science, introduced an amendment calling for recognition that a regular appointment that is secure is the foundation of a faculty member's commitment in place of the committee's statement indicating teaching and research as the "essential reasons" for the University's existence. He said his proposal was intended for the guidance of future administrations and committees. Eville Gorham, professor and head of botany, suggested that the original wording should also be included and that proposal was adopted. Mr. Hurwicz and Mr. Krislov suggested using "fundamental" to the commitment rather than "the foundation," and the amendment as amended was approved.

Mr. Terrell moved an amendment to the section on procedures for terminating or suspending appointments during a financial emergency. He pointed out that under the existing regulations the tenured members of a unit could be called on to determine, on the basis of information provided by the chairman, and using the same criteria applied in determining a recommendation for promotion to tenure rank, who was to be terminated — despite the continuous tenure his appointment was presumed to assure him. Instead, he suggested, the amount of savings to be effected should be allocated to each college and campus in accordance with the consultative process described in Section 15.2. Then the unit would adopt a plan for reduction among its departments and would set forth a method for selecting those persons whose appointments would be affected which would not involve the individual re-evaluation of those with continuous tenure. The plan would have to be approved by the Academic Vice President and the Faculty Consultative Committee. Mr. Morrison said his committee was opposed, indicating that in a retrenchment the proposed regulations would give primary consideration to tenure. He added that determinations should be made on the basis of many kinds of judgments, including consideration of continuing programs and that departments must accept responsibility for making judgments. Mr. Terrell was not opposed to retaining educational objectives as a factor in such determinations. Thomas Bacig, assistant professor of English, UMD, proposed substitution of a system based on a lottery for the Terrell procedure of making reductions, indicating that he was opposed to what would tend to become a seniority system. There was no second to his amendment. Mr. Terrell maintained that his proposal provided needed flexibility instead of depending on individual evaluations and that under it a more orderly procedure would prevail. The Terrell amendment was then approved.

Mr. Hurwicz presented a provision that suspensions should be considered before any terminations, and short-term suspension methods explored before any long-term suspensions were used. His proposal was approved. Another Hurwicz proposal called for suspensions or terminations to be based on objective criteria announced in advance, which he said he was in the spirit of the Terrell amendment. In response to Mr. Morrison's query as to whether teaching or scholarship were to be considered, Mr. Hurwicz held that the section including those terms was vague. Asked for his understanding of "objective criteria," he said that it should not be limited but that it was important that the criteria be made known. Kent Bales, associate professor of English, asked who would announce the criteria; Mr. Hurwicz said that would be done by the colleges, and his amendment was approved.

Mr. Rosenblatt, in a move to strengthen tenure protection, introduced a proposal to eliminate consideration of educational objectives in determining terminations or suspensions and to substitute a rule that those on non-regular

appointments would be displaced before those on regular appointments, and those on regular probationary appointments displaced before those with regular appointments with tenure. Mr. Morrison's committee was opposed on the grounds that the effect would be to create an absolute rule rather than taking educational objectives into account. Mr. Sorauf ruled that the Rosenblatt amendment was in conflict with the Terrell amendment and therefore was out of order at that point on the agenda but, when it appeared that senators wanted to ballot on whether to strike from the Terrell amendment the phrase "to the extent consistent with the educational objectives in view" as a substitute for the Rosenblatt amendment, he agreed to put it to a vote. The motion to delete the phrase was then defeated.

Mr. Terrell presented an amendment to Section 15 concerning those suspended for more than a quarter or who are terminated. It required that they receive notice by March 1 of the year preceding the year when suspension or termination were to take place. Suspension for one quarter or less would require 9 months' notice, he said. The Tenure Committee supported the amendment, and it was approved. An amendment by the Tenure Committee for editorial changes in Section 15 was also approved.

Mr. Hurwicz proposed that those terminated or suspended under the provisions of Section 15 should be able to continue library use privileges to enable them to maintain themselves as scholars. One view expressed was that the tenure regulations might not be the appropriate place for that provision or any other affecting rights of such faculty members. The Hurwicz amendment was then approved.

Mr. Zimmerman moved to strike from Section 13 the inclusion of conduct destructive of individual rights as a cause for termination or suspension, an amendment which had been made at the last meeting. He said that, if constitutional rights were intended, then the document should say so, or that there should be a clearer statement of what was meant. Mr. Morrison explained that the provision would be construed in its narrowest meaning by the Judicial Committee or by the courts and he cited sex discrimination as a violation which would not be covered under academic freedom protection. The amendment was then defeated. Mr. Hurwicz proposed another amendment for that section which he said would give protection from a broad concept of individual rights by requiring that the faculty member must be found guilty in a court of law. His amendment was approved.

Edward Silberman, professor and director of the St. Anthony Falls Hydraulic Laboratory, proposed a Preamble to the tenure regulations to indicate that the Regents established the tenure system to protect the freedom of faculty members to engage in scholarly activities. He felt that the complications of the tenure document would be hard to grasp for those outside the faculty and that it was difficult to separate its philosophy from its regulations. There were comments to the effect that it did not mention protection of academic freedom and that the Foreword would serve the same purpose. The motion was then defeated.

Opening the discussion of the document as a whole for the final reading, Mr. Gorham asked whether the Regents' Statement on the principles of academic freedom would be attached to the tenure document. Mr. Morrison said that that was the assignment but that printing funds were not presently available to do so. In response to an inquiry concerning the use of "compelling" reasons when addressing itself to disagreements by the President or the Board

of Regents with recommended decisions, Mr. Morrison said it was intended to mean substantial or overriding in law. Hans Weinberger, professor of mathematics, said he was against adoption of the document as it was revised and amended, because it could not solve the problem of the malaise on the campus, and he felt that by agreeing to it the faculty was giving up a good deal. Mr. Krislov said that Section 15 would be regarded by the Regents as setting out limitations rather than an advance of power, and he felt that Section 13 on granting tenure was an important milestone for the University. Mr. Hurwicz admitted that the regulations provided safeguards but felt that they also contained some serious risks for the future, and he said he would vote against its adoption. The entire document was then approved 91-4.

Mr. Hurwicz expressed appreciation in behalf of the Faculty Senate to members of the Tenure and Consultative Committees for their guidance over the prolonged deliberations. Mr. Krislov moved that the vice chairman name an ad hoc committee of the Tenure Committee and such additional members as he might choose to discuss the proposed document with the Regents. His motion was approved.

Faculty Affairs Committee. Shirley Clark, associate professor of history and the philosophy of education and chairman of the Faculty Affairs Committee, presented for action the report of her committee which had been discussed at the May 17 meeting. It concerned tenure and employment rights of part-time faculty members, which she said were embodied in the tenure document. A second section, *Fringe Benefit Status of Part-Time Faculty Members*, contained suggested priorities for extending benefit eligibility and estimated costs of extending fringe coverages. She said that the committee sought the approval of the Faculty Senate as encouragement to generate more data needed for its studies. Mr. Krislov moved to accept the report with the understanding that high priority would be given to the development of the required data and for administration to provide funds. His motion was approved.

Evelyn Hansen, assistant professor in General College, expressed appreciation to Mr. Sorauf for his good humor in conducting the extended sessions of the Faculty Senate, and presented a brief written tribute appropriate to her sentiments. Mr. Sorauf in turn thanked Ralph Miller, professor and director student personnel for the College of Home Economics and parliamentarian of the Senate, and Donald Beatty, professor and clerk of the Senate, for their assistance.

The meeting adjourned at 5:15 p.m.

JEANNE T. LUPTON
Abstractor

Appendix 2

Faculty Senate

**Attendance of Elected Members
1972-73**

Adams, Carl R.	10	Baeumler, Walter	7
Ahern, Bert	8	Bales, Kent	10
Anderson, Sabra	4	Bandt, Carl Jr.	7
Bacig, Thomas	9	Benson, Ellis	1

Berryman, Glen R.	1	Lazarow, Arnold	9
Blackshear, Perry	4	Levang, Lewis	6
Blake, George R.	9	Levy, Robert	0
Bognanno, Mario	2	Leyasmeyer, Edith	7
Boman, Thomas	2	Livingston, Ellis	1
Brantner, John	3	Lock, Peter W.	11
Buckley, Joseph	1	Loud, Warren	12
Carter, Clarence	11	Lupton, Jeanne T.	7
Chou, Shelley	1	Lykken, David	4
Clark, Shirley M.	12	Mace, Arnett	5
Collier, Raymond	2	Maclear, James	3
Corcoran, Sheila	7	Martin, Roger B.	7
Cushing, Edward	12	McKay, Gerald R.	12
Darley, John	7	McKhann, Charles	3
Davis, David	10	McKinnon, Jane P.	7
DeYoung, Robert	4	McLaughlin, Charles	10
Donchenko, Adele K.	11	McNaron, Toni	8
Duke, Gary	7	McPherson, James	0
Dykstra, Robert	13	Meade, Robert J.	5
Eckert, Ruth E.	8	Miller, Kenneth W.	9
Elling, Laddie J.	8	Mork, Gordon M. A.	6
Erickson, Robert W.	6	Moss, Jerome	3
Flikke, Arnold M.	3	Myers, Victor	1
French, David W.	2	Ney, Edward P.	3
Gedgaudas, Eugene	2	Noble, David W.	7
Gillmor, Donald M.	9	Otto, Harley	10
Glick, Wendell	9	Paparella, Michael	0
Goodrich, Richard	2	Peck, Theodore	1
Gordon, Joan	12	Perlman, Michael	9
Gorham, Eville	9	Piche, Gene L.	9
Graham, Kenneth L.	4	Quie, Paul	0
Green, Leon W.	10	Ranz, William E.	13
Hamermesh, Morton	6	Robinson, Peter H.	9
Hansen, Evelyn	13	Rose, Caroline B.	7
Harmon, Craig	5	Rosenblatt, Paul	12
Hart, Nathaniel	5	Saloshin, Henriette E.	0
Hartl, Daniel	7	Schultz, Richard	3
Hasselmo, Nils	9	Scott, Thomas M.	7
Haxby, B. V.	12	Sethna, P. R.	7
Heller, Walter W.	1	Shapiro, George	8
Hendrickson, Dean	5	Sheppard, Carl	6
Hoag, Leverett	1	Sigmund, Charles	12
Hobbie, Russell K.	9	Silberman, Edward	10
Hooker, Clifford	0	Smith, Lawrence H.	7
Howard, Frank M.	11	Sorauf, Francis	14
Hurwicz, Leonid	12	Spear, Allan H. (on leave)	4
Ibarra, Oscar	2	Spring, Wm. Donald	7
Jaeger, Eloise	3	Stahl, Alice	10
Jenkins, James	1	Strom, Clifford	5
Johnson, Herbert W.	7	Stuhler, Barbara	9
Johnson, Walter H.	10	Sundquist, Wesley	2
Keith, Donald	3	Terrell, D. Burnham	11
Keller, Kenneth	0	Tichenor, Phillip J.	10
Kennedy, Bill W.	11	Till, Michael	5
Kjelsberg, Marcus	7	Touchberry, Robert	5
Krislov, Samuel	13	Turner, John E.	9
Krivit, William	0	Ulstrom, Robert	0
Lammers, Ray	0	Underwood, Ted	8
Larson, Vaughn	3	Urness, Carol	11

Veninga, Robert	5	Wilford, Sharon	6
Verrill, John E.	6	Wilk, Roger	3
Vose, David	3	Wolfram, Charles	6
Webb, John W.	10	Woods, Donald Z.	9
Weckwerth, Vernon	10	Zaidi, Mahmood	12
Weinberger, Hans	4	Zanoni, Candido Jr.	11
Weiss, Gerhard H.	8	Zimmerman, William	8
Wertz, John E.	9	Zoltai, Tibor	7

Alternates

Albertson, Vernon	0	Hinding, Andrea	2
Ammentorp, William	0	Hovde, Ruth	0
Bagley, Ayers	0	Hsu, Mei-Ling	0
Barber, Donald	0	Hunter, Alan G.	2
Barnes, Sarabeth T.	0	Hutchinson, Thomas	1
Berrisford, Paul	1	Isaacman, Allen	1
Bond, Richard	0	Jackson, Robert	0
Bopp, Gordon	1	Jacob, Harry	0
Bormann, Ernest	1	Jessen, Carl R.	6
Bornhoff, Karl	0	Jorgenson, Sally	3
Bouchard, Thomas	0	Kain, Richard	0
Boylan, William J.	0	Kennedy, B. J.	0
Brandl, John E.	0	Keynes, Harvey B.	4
Bryant, W. Keith	0	Kidneigh, John C.	2
Brudvig, Glenn	0	Kottke, Frederic	0
Cardamone, Donna	0	Kroll, Patrick A.	0
Cavert, H. Meade	2	Krueger, Anne	0
Chamberlin, Thomas	2	Labuza, Theodore P.	0
Ciriacy, Edward	0	Laundergan, J. Clark	0
Clapp, Maxine	8	Lee, Jooinn	0
Clark, John P.	0	Littman, Walter	3
Clayton, Thomas S.	0	Long, Dewain O.	0
Collins, Robert J.	0	MacEachern, Donald	1
Comstock, Ralph	2	Madden, Mary Jane	0
Crawford, Dean	0	Maier, Walter J.	0
Croone, Al	0	Manning, Peter B.	0
Dahler, John S.	12	McKinnell, Robert	0
Darby, David	0	Merriam, Lawrence	2
Dworkin, Martin	2	Miles, William	0
Edson, William	0	Mooney, Harold M.	4
Egan, Ellen	0	Morrison, Fred	14
Evans, Robert	4	Morstad, Andrew	0
Fenster, William E.	1	Moss, Dale N.	0
Fenton, Stuart W.	1	Murphy, Thomas E.	0
Gallagher, Natalie	0	Murthy, V. Rama	0
Gander, John	0	Nelson, Dennis	0
Garrard, William L.	3	Nitsche, Johannes	0
Geffen, Arthur	2	Noland, Wayland E.	0
Goldstein, Sheldon	1	O'Brien, George	0
Greene, Velvl	1	Odland, Norine	1
Gremmels, Jim	0	Oliphant, Robert	0
Haji, Yusuf Abul	0	Ords, Joseph	1
Ham, George E.	4	Ordway, Ellen	0
Hastings, Donald	0	Otterby, Donad E.	1
Hayles, A. B.	1	Pepin, Robert O.	2
Heath, Everett	6	Persons, Edgar A.	1
Heston, Leonard	0	Pflanze, Otto	0

Pipa, Arshi	0	Speidel, T. Michael	0
Plumb, Valworth	0	Sprinthall, Norman	0
Powers, Mabel	1	Stein, Marvin L.	6
Reiss, Ira L.	0	Stensland, Anna L.	1
Rempel, William E.	5	Stevens, Jerry B.	3
Root, Michael	2	Stuthman, Deon D.	7
Roshal, Jay	2	Sullivan, Allen D.	0
Scarr, Sandra	0	Swanson, Gordon	0
Schletzer, Vera	1	Thomas, Elmer L.	1
Schroeder, Fred	0	Thompson, David W.	1
Scott, Thomas	1	Upson, Roger B.	1
Shapiro, Leonard	6	Watson, Dennis	1
Shideman, Frederick	1	Wattenberg, Lee	0
Simonton, Wesley	1	Weeks, R. E.	0
Singer, Rexford	0	Young, Charles W.	3
Soulen, Thomas	0	Zottola, Edmund A.	1

**FACULTY CONSULTATIVE
COMMITTEE**

(NON-SENATE MEMBERS)

Abbott, Robinson	1	Henderson, LaVell	4
Corcoran, Mary	9	Ibele, Warren	8
Fenton, Eleanor	12	Odling, Theron	0