

Pi Delta Epsilon Initiation

In the principal address at the annual Pi Delta Epsilon initiation dinner in the Lincoln Hotel last night, Dr. Ralph D. Casey, director of the University school of journalism, pointed out some of the problems of adequate news coverage in an era of extremely complex news developments. He termed public understanding of domestic and foreign affairs vital to a strong society and charged the public as well as the press with the responsibility for deepening that understanding. Approximately 40 persons attended the dinner, including members of the University Relations Committee, the publications staffs, area newspaper and radio figures, public relations representatives and members and initiates of Pi Delta Epsilon, honorary journalism fraternity.

Convocation for Women

Betty Gosford, representing the Revlon College Board, will address a convocation for women on Thursday, March 13, 11:00 a.m., Main Auditorium. Her topic will be "Put Your Best Face Forward."

Choral Concert

The UMD Women's Glee Club, Men's Glee Club, and the Chorus will present a Winter Concert on Tuesday, March 11, 8:00 p.m., in Main Auditorium.

Red Cross Campaign

Materials are being distributed to various offices through the campus for the annual Red Cross drive. Campaign representatives with pledge cards and literature will call on staff members during the coming week.

Concert Series

Irene Rosenberg, pianist, will appear in the final Concert Series presentation of the season on Thursday, March 13, 8:15 p.m., Main Auditorium.

Enrollment Comparisons

The following tables show the on campus enrollment as of the fall quarter 1945 through 1951 at the University of Minnesota, Duluth Branch, St. Cloud Teachers College, and Mankato Teachers College:

	<u>UMD</u>	<u>Mankato</u>	<u>St. Cloud</u>
1945	340	360	390
1946	917	974	1116
1947	1432	1008	1348
1948	1902	1214	1562
1949	1926	1475	1929
1950	1643	1390	1728
1951	1210	1342	1217

Constitutional By-Laws Committee

The following persons are members of the Constitutional By-Laws Committee, chosen by faculty vote: Gerhard von Glahn, General Chairman, Gordon Voss, Henry Ehlers, Theron Odlaug, Emmett Davidson, and Lt. Col. Louis LaBarre.

Faculty Front

Julius F. Wolff addressed the Duluth Junior Chamber of Commerce on Thursday, February 28 on "The Place of UMD in the Northern Minnesota Community."

Provost King spoke before the Woman's Club of the United Protestant Church at Morgan Park on Wednesday, March 5.

Provost John E. King called the special faculty meeting to order in Room 207 Main. He introduced Dr. Malcolm M. Willey, Academic Vice President of the University, who discussed University problems. A summary of his remarks follows:

I University Tenure Code

The present tenure code was adopted by the Board of Regents in 1945; before that time an unwritten program of tenure was followed. Except for some minor interpretations the program has remained the same, but now after six years of operation there may be a need for recodification. This need arises because of the following problems:

A. No policy for retrenchment

The code was drawn up and enacted in a period of relative prosperity, e.g., budget expanding, legislative appropriations generous, and enrollment mounting. Nobody had in mind what would happen when the present retrenchment period came which necessitated a decrease in the academic staff for fiscal purposes. In the spring of 1951 some termination notices were sent out, and, therefore, this conflicted with the tenure code which states that an instructor shall be entitled to three months' notice in his first year of service and six months' notice in his second or subsequent year. This did not occur on the Duluth Campus.

B. No policy for disposition of judicial committee reports

In the Weinberg case the tenure code was adhered to scrupulously. As permitted in the code, Mr. Weinberg appealed to the judicial committee of the Senate and requested a hearing. The subsequent report was filed. However, Mr. Weinberg demanded that it be made public. Nothing is stated in the code as to what to do with these reports.

C. No clear operational policy applied to staff members with a dual title

In University regulations the first mentioned title governs for administrative purposes. Therefore the judicial committee had to act even when a question arose which did not involve the duties as an instructor.

President Morrill, with the consent of the Senate, has appointed a committee to review the tenure code. So far the committee has not found any fundamental weaknesses but merely operational matters which need clarification.

Basic in the tenure code is the principle of the probational period. All appointments in the rank of instructor and assistant professor carry a probational period—a period in which the individual is tested and appraised. Annually each department submits a report to the Dean and the Dean to the President covering the work this individual is doing. The criteria employed in this appraisal depends on the assignment, but for a person engaged in teaching undergraduate courses the following factors are considered:

A. Teaching ability

This may be determined by (1) student reaction to the teacher,

with the comments being given only to the staff member and (2) appraisal of staff member by his colleagues, which is even more difficult to get a valid appraisal. Dartmouth used free visitation of classes by faculty members within departments. Some have made recordings of classes in order to hear their own teaching methods.

B. Scholarly productivity--writing and research

Vice President Willey felt that if this became a primary criterion on the undergraduate level the results may not be desirable. The University has a publication listing the research of staff members, but it may be discontinued.

C. Public service

Through reading the UMD News Letters Dr. Willey has been impressed with the record of this faculty in community contacts. President Hopkins of Dartmouth felt the primary concern was with the student, but here in a public institution as the University of Minnesota public service becomes important.

If an appropriate committee would be interested in studying the problem of criteria for evaluation of staff members, its suggestions would be welcome.

II Selective Service Program

Faculty members should remind the students who haven't taken the selective service tests that it is highly advisable for them to do so. Results of tests are very important in the future deferment status of the student. Dr. Willey said he suspected that all of those students who took the test and made a score classifying them as II-S will be deferred again next year providing they are doing satisfactory college work. Once the test is passed it is good as long as they do successful work. Regulations will be some what more critical in appraisal of the students who were deferred on the basis of class standing. Continued deferment may be based on a system such as this: The student may remain in school if he is in the upper 1/2 of the freshman class, upper 2/3 of the sophomore class, and upper 3/4 of the junior class.

The pinch in selective service will be felt next fall and then it is very probable that the test score is going to be much more determinative than standing in class in granting deferments.

At the present time deferments are granted to students in any field, but later on they may be limited to certain specialized fields.

III Student Integrity

College of Pharmacy discovered that a group of students for a period of months systematically stole University furniture, tests, etc., and shared with a fraternity house. The student disciplinary committee heard the case and felt four students were "ring leaders"; they were given "indefinite suspensions." Therefore, after a lapse of time they may apply for readmittance; one has applied and his case is being reviewed by a committee. This penalty differs from a "dismissal" which can only be declared by the President and means that the person is "out" of the University.

Eight or nine alumni of the fraternity feel that these students were dealt with too severely. In general, the public feels that in a professional field the suspension of students is not a very severe penalty.

The Duluth campus is smaller and maybe a faculty committee could study this problem as to what is happening, if anything, to student integrity. What attitudes do the students have with respect to this problem? What about the honor system and the like?

In the discussion period following, these questions were asked of Dr. Willey:

Ques.: How extensive do you think our public services should be? Should our boundary be as wide as the state?

Ans.: Duluth Branch is closely allied with the Northern Region and, therefore, the greatest services should be concentrated to activities in this Region. Have great faith in what is accomplished by public contacts; but if they get much beyond the area that is served as teachers, the activities will thin out and lose their effectiveness.

Ques.: What is the criteria used in determining who is qualified to teach graduate courses--those 100 or over?

Ans.: The criteria used in appraising the staff members for teaching graduate courses are criteria of the Graduate School itself. In this case scholarly activity, research and writing, would be very much more important than some of these other criteria.

Ques.: We have been offering graduate courses to serve teachers in this area and have had requests to carry this further. What is the feeling of the University?

Ans.: Six years ago when the teachers college was admitted into the Liberal Arts College there was a good deal of upgrading in staff and programs to be done. With the limited appropriations it was felt the funds would be used to the best advantage by strengthening the undergraduate program rather than spreading it out too thin. It is advisable to expand to a graduate program only after (1) we are absolutely sure that the undergraduate program is exactly what we want it to be and (2) we have resources available and can go into it on the same level as at the St. Paul and Minneapolis campuses.

Ques.: Does rank mean the same on the Minneapolis campus in regard to salary, etc.?

Ans.: Yes, the appraisal is on exactly the same basis. There is complete interchange of parts so far as ranks are concerned. On this campus the average instructor's salary is slightly above Minneapolis--that is due to the fact that in Minneapolis a large number of the young instructors are working on advanced degrees.

Ques.: Are we justified in looking forward to a strong and vigorous summer program?

Ans.: Duluth has undreamed potentialities in summer school; the main drawback is the lack of dormitory facilities.

Ques.: Does the University have a policy for recruitment of students for summer sessions and regular day school?

Ans.: University is sorely troubled by the problem of recruitment. The general policy is that the University does not recruit students. High schools have college days, but the University consistently refused to participate until now when this is breaking down somewhat. The same thing applies

to printing promotional material. This policy broke down in regard to the nurses. Now there is a committee trying to figure out what the policy should be. This is a problem in relation to the private colleges in the state; so far it has worked out very nicely with them and one reason is because we have not been out trying to take students from them. The University has a great advantage in not needing to recruit because of the prestige of its name. The growth in enrollment of this institution at Duluth, which was due to its becoming a University Branch, is an example of the effect of this prestige. Suggestions on this problem would be welcome. "Officially we do not recruit; actually we are in the business."

Ques.: If a faculty member is engaged in research what is done to get release in teaching load?

Ans.: He does it on his own time unless he is hired as a research person. We do not make specific adjustments in a man's teaching program for the purpose of research.

Ques.: What course is followed in respect to recommended promotions?

Ans.: Dr. King submits promotions to the President and there is no intervening hurdle that has to be passed. Actually President Morrill asks Dr. Willey to work with him but the decision is the President's. Generally, the recommendations of the departments carry; this applies to both rank and salary but maybe more adjustments are made in the salary because of having to achieve a balance in the budget.

Ques.: What is the basis for not having a member from the Duluth Branch on the Duluth Advisory Committee?

Ans.: The committee was set up to help the President in appraising the many problems that arose in the first years of transition. The President relies on the Provost to suggest the recommendations of this faculty, and the committee goes over these for the President in order that he might more easily and quickly make a decision. The Provost actually sits with the committee and is a participant in the committee if any further discussion is needed. The committee was chosen on the basis of paralleled programs.

QUES.: Why is there a loss of credits when transferring from Duluth to the Minneapolis Medical School.

Ans.: Do not know but suggest that it be taken up with Dean Summers and the Medical School.

Ques.: Can you transfer residence credits for undergraduate students from Duluth, Minneapolis, and St. Paul campuses?

Ans.: Subject to correction by Dean Summers, it was the understanding that you can transfer back and forth.

Ques.: Can you give a tentative answer as to whether or not the three campuses in Duluth may be consolidated in a period of 6 years or 15 or 20?

Ans.: The legislative program did not double weight on Duluth requests--asked for more here than down there with the intention to push this campus.

Mr. Ray F. Archer, Director of Retirement and Insurance, reviewed some of the points concerning Blue Shield previously discussed with a group of faculty members.

The meeting adjourned at 4:05.

Respectfully submitted,
Vilera Gedstad, Secretary