

UNIVERSITY SENATE MINUTES -- FEBRUARY 24 AND MARCH 10, 1970

A special meeting of the University Senate was called to order by the Vice Chairman, Lawrence A. Ianni, at 4:00 p.m. on Tuesday, February 24, 1970, in Cogswell Auditorium. The Steering Committee had called the meeting after petition by 26 faculty members. A quorum was present. The Vice Chairman had issued forty passes to Student Government for students to attend the meeting.

The Vice Chairman announced a ruling agreed upon by himself and the Parliamentarian that the petition, having been a resolution appearing in the Faculty News, must be the first item to be considered:

"That, in light of the information supplied by the Fact Finding Committee in the Jay Smith case, Committee E be requested to review the case, consider the Fact Finding report, its addenda and relevant documents and report to the Senate at a special meeting to be held two weeks subsequent to February 24."

A motion was made by Richard Hazley and seconded by Donald G. Eisen for a special order of business to consider a resolution to be presented by Robert L. Morris. The motion was approved by the required two-thirds vote.

Morris said a number of faculty had contributed to the wording of the resolution. He said the Senate should be aware of the possibility of censure by the AAUP. The Manual had been followed but the AAUP rules require one-year notice of dismissal after two years of service. He said the Senate should consider the compromise and that he felt the Board of Trustees would do what is best for the University. He said faculty members have been not granted tenure before and have been continued for a year. He asked the President of the University to recommend that the resolution be adopted by the Senate but he could not do so. He said there was congeniality with the administration in this disagreement. Morris then moved and Richard D. Magee seconded to adopt the following:

"It is the sense of the Senate that in order to avoid the politics of confrontation and the possibility of censure a compromise should be effected among all interested parties in the tenure case involving Professor Jay Smith.

"The essential details of this compromise should be: 1. Professor Jay Smith should be offered a contract for the 1970-71 academic year. 2. The issuance of this contract shall not involve the granting or withholding of tenure. 3. Should Professor Smith accept the contract the question of tenure should be re-considered next year through normal university tenure procedures."

It was asked whether a contract could be issued under the provisions of the resolution--not granting tenure. Daniel G. Reiber said the issue to be decided was whether the Manual of the University was to be followed and that the resolution would be delaying a decision on a vital matter. Edward Hauck said the AAUP bases tenure on five years but the University was operating under tenure based on three years.

Anthony A. Angeloni asked about item 3--who is supposed to make the decision? He said neither he nor his staff want to go over this again. He said he would not make the recommendation again the next year. He said he had to have state police protection and sleep with a gun by his bed. John W. Reid said he thought this was a constructive compromise until he heard from Dr. Angeloni. Richard Hazley moved to close debate and Myron H. Levenson seconded. The motion carried.

The floor was relinquished to the Chairman of the Senate, William W. Hassler. He said he felt the Senate should have a statement why he held his viewpoint. He said he had stated his views in the Faculty News and to the students. The University cannot establish votes like this in all cases. Decisions must be made by committee. When an exception is made in this case, a precedent would be set, even though this is an exceptional case. The fact-finding committee said there were no violations of the rules and regulations. The Board of Trustees reviewed the case. The matter was brought up to the Governor and referred to the Department of Education, which said this was a matter for the Board of Trustees.

Hassler said at the second meeting he summarized the alternatives the Board of Trustees had: 1. To sustain the previous action. 2. Reverse the decision completely and grant tenure. 3. If there is sufficient doubt, consider extending the probation period for one year. Number 3 was moved but died for want of a second. No additional information regarding the case was given to the Board of Trustees. The revised Rules and Regulations were prepared with the consultation of the president of the local chapter of AAUP. The Pennsylvania Attorney General was called and he said the University is bound by its own regulations which it has followed.

Rudolf Kraus said he wondered if it would not be worthwhile to make it clear to the Board of Trustees that we might scare away prospective faculty by giving the idea that it is very difficult to get tenure here. It was moved and seconded for a secret ballot but the motion was defeated. A vote was taken on the resolution and it was defeated by a vote of 144 for and 173 against it.

Robert Mullock, President of Student Government, said he never before saw going on what he saw at this meeting. The Senate allowed the President of the University to speak after a vote to close debate was passed. Mullock said, "You are a bunch of fools!" He said he was a moderate student but that there were plenty of other students who were not moderate. A Student Government meeting was scheduled for that evening where further action would be discussed. Irwin M. Marcus asked for a ten-minute recess which was granted.

The meeting was then reconvened and the chair acceded to the request of Robert Mullock to make a statement. He said he had been working under stress for the past month and had been under great emotional stress. He said he wanted to apologize to the body for the statements he had made under stress. Ianni said as one of the persons working with Mr. Mullock on the fact-find committee he had great respect for him and never had he seen a person so young with such maturity. William R. Smith said he agreed entirely with Ianni's statement.

The purpose for calling the special meeting was then read from the Faculty News. Irwin M. Marcus moved for adoption and Robert K. Alico seconded. Thomas D. Goodrich said he felt the structure of authority in the University was misunderstood. All the authority was focused in one Board. It asks advice in hiring people. It delegates groups to give information upon which decisions are made. He wanted to know what new information is now given that was not previously given.

Gary L. Buckwalter said there had been much misquoting and to prevent misquote he had prepared a written statement:

"The subject of this meeting is somewhat delicate and there has been a great deal of emotionalism about that subject already. I have heard and read many half truths and misquotes on and off campus. Therefore in an effort to avoid being misquoted (I won't be able to avoid being quoted out of context) I have prepared a written statement which I would like to read. I have a limited number of copies available for those who are interested and I will deliver a copy to the Penn and any other news medium who desires one.

"I oppose the motion that Committee E review the case and I will vote against it. I did not come to this position lightly. I have spoken to many people, read what I could and pondered at great length. To be frank, I originally believed that I would support the decision of the Board of Trustees. I make this statement so that there be no deception. I did not read, talk and ponder and find arguments which persuaded me to support the board. I simply found nothing to persuade me not to support their decision.

"Let me clarify that. I believe there is an over riding issue here. I believe that issue to be one of Academic Freedom - whether a department has the freedom to decide how its membership will grow in order that it may function as a viable unit.

"I believe this freedom must be preserved. I believe this quite strongly. The members of a department must function as a unit. They must work together and share responsibilities for teaching assignments, curriculum development, graduate programs, seminars, teaching aids, supply and equipment purchasing, inventories, supervision, and all the rest. They must rub shoulders day in and day out. As a minimum condition they must be able to tolerate one another. A department cannot become great or even good while it is torn with internal dissension.

"I assume no department hires anyone unless he is qualified and assumed to be competent. Thus it is my belief that the only reasons for the probationary term for a new faculty member are (1) to determine whether he can work together with other members toward the common goals of the department. If, that is, in the opinion of the other members of the department they would like to have this man as one of their colleagues, working very closely, for the next 20 or 30 years. and (2) this is quite important - to determine whether his department chairman, his immediate supervisor, harbors any doubts or misgivings about this man. That is, does the chairman have any reason to believe that his reaction to this man might in the future make the chairman act in a prejudicial way or in a way which is unfair to the man, his students, his colleagues, the department or the University. If the negative conditions exist in either or both cases, I believe that it is the right of the department (and perhaps the duty) to follow the University procedure for denial of tenure to a probationary member.

"I also hold to the view that Committee E, the President and the Board of Trustees are obliged to uphold this decision.

"Note that the only reason I believe necessary, is that a feeling exist that the man cannot function as a fully productive member of the department or will hinder others.

"I believe we have placed nearly impossible boundary conditions on the problem of tenure, in that we expect the department chairman to list reasons why the department does not wish to retain a probationary faculty member. The chairman is then 'duty-bound,' as it were, to design a bill of particulars and usually lists all infractions he can find. These are sometimes major, sometimes minor and sometimes only partially true. I wonder whether any of the past letters listing reasons for not retaining a probationary member could withstand the scrutiny to which the present letter has been subjected.

"I further believe that all faculty members and all administrators on this campus are men of high personal integrity. It would be a tragic error to take this first step which can eventually make it easier for any person, qualified or unqualified, to question the judgment and integrity of anyone on this campus. I'm convinced that it would lead to this as a logical extrapolation. Every other department's decision on non-tenured faculty would be subject to question. Indeed, even a decision not to renew a graduate's assistantship would not be inviolate.

"Many possible consequences come to my mind. Some of these are: a probable tearing apart of the Department of Educational Psychology; a demoralizing of a large number of the faculty and administration; a delay in Mr. Smith's seeking other employment and perhaps difficulty in finding a suitable position; and a delay for the department in seeking his replacement.

"With all that I've said, I recognize that there are other issues involved. Among these are: (1). The question of Mr. Smith's teaching ability. This is clearly important but NOT to the question of whether he receives tenure. (2). A possible reexamination of the procedures for granting and not granting tenure. This is also important but NOT to the question of whether Mr. Smith receives tenure. (3). The question of the preservation of the academic freedom of a non-tenured member. This is very important but NOT to the question of whether Mr. Smith receives tenure.

"These and other issues should be resolved by the Senate through its committees in an atmosphere of calm and not "under-the-gun."

"Let me then repeat. I oppose the motion that Committee E review this case. It is not in the best interests of the University. The issue is whether a department has the right to chart its future and act consistent with its goals without outside interference. I ask you to join me in voting it down."

William M. Shane said he would like to respond to Dr. Buckwalter. He said it was his understanding that one of the reasons for giving teachers tenure is to protect their right to speak out and be free of reprisal. One of the keystone concepts of academic freedom is to speak one's mind without fear of reprisal. Must a department function completely as a unit? Are there no places for mavericks who disagree? With regard to due process, we should think of procedural due process and substantive due process. When we talk of procedural due process in the case of Mr. Smith I am reminded that a teacher is to receive a copy of his chairman's tenure notice each year. When we move to substantive due process we are basically concerned with the due process clause as it is joined with the First Amendment clause of free speech. In the fact-finding committee hearings another possible subrosa item emerged. One member of the department said, "When I saw him out there with the Moratorium Committee my blood ran cold." The law regarding tenure is in transition. Several cases seem to indicate that the law is turning. There are cases in Dubois, Pa., Florida, and Arkansas in which the courts say there is no contractual right to continual employment but termination must be for a substantial matter. There must be improved communications between the students, faculty, and trustees. It is hoped that constructive changes will come from the lessons learned from this unfortunate experience.

S. Trevor Hadley said he would like to take his hat off to Mr. Mullock who was man enough to get up and apologize. He said he had not seen a faculty member do this on this campus for the last ten years. As Dean of Students he felt that he should report his impression of how the students feel. The stink bombs, bomb threats, etc. are the product of the lunatic fringe and are not representative of the student body. The students see only one side of the picture. The students feel that one of the best faculty is being dismissed.

Ianni said he was fearful that the students will not be aware of how greatly the faculty is aware of this problem. Robert Bernat moved to the previous question and Gary L. Buckwalter seconded. Ivo Omrcanin wanted to speak and Ianni said to let the record show that the floor was denied to him. A vote was taken and the motion carried 157-113.

Irwin M. Marcus asked whether the Senate would have to act on the report. Ianni said it is the historical policy to send Committee E reports to the Board of Trustees without disclosing the confidential matters to the Senate. He said it is his interpretation of the Constitution that the recommendations of Committee E do not have to come back to the Senate.

Craig G. Swauger said that Committee E requests a ten-minute recess and it was granted by the chair.

The meeting was then reconvened. Swauger stated that in the absence of Dr. Cordier he was reporting for Committee E. The report he was to read has the approval of the entire committee:

"Today Committee E, respecting the wishes of the University Senate, agrees to review its recommendation to deny tenure to Mr. Jay Smith. In such a review Committee E will use all available information, including the original letter from Dr. Anthony Angeloni, the reply by Mr. Smith to the charges, the report of the fact-finding committee, and any and all relevant documents. If it feels it necessary, Committee E will hold informal hearings in which all principals may be asked to appear. Further, Committee E will, if it feels it necessary, seek the advice and cooperation of such professional organizations as it deems advisable.

"It should be pointed out this proposed action of Committee E goes far beyond the normal consideration given to the granting of tenure as provided by University regulations. However, because of the charges and counter-charges, because of the rash of misinformation and misinterpretations and misunderstandings, because of the polarization of views, and because of the public airing of the issue, this case has moved far beyond the normal tenure consideration. And so Committee E will accept the responsibility of exploring the case in the manner described.

"The resolution of this case must be made through proper and currently approved channels--not by student coercion, not by faculty division, not by threats and disruption.

"In agreeing to review the case to the extent described here, Committee E placed on itself the responsibility of seeking a completely fair and impartial resolution of the case and the burden of involving itself in a final decision.

"The decision it reaches, of course, will not meet the approval of everyone. Yet if Committee E members are willing to accept this duty and responsibility, then it asks the administration, the members of the University Senate, the students, and the principals involved to accept with good grace the decision which will be readied by Committee E.

"The controversy must come to an end. It can come to an end only if all involved place confidence in the good faith and integrity of those delegated to make the decision.

"Committee E accepts the assignment and will report back to the University Senate at the time indicated."

Ianni said the chair must express his opinion that he has never been prouder to be a member of the faculty.

Robert Bernat moved and Jackson Heimer seconded that the Senate express its complete confidence in Committee E by acclamation. Ianni declared that the Senate expressed its complete confidence in Committee E by acclamation. The meeting was then adjourned.

The special meeting, as scheduled by the special meeting on February 24, was called to order by Vice Chairman Lawrence A. Ianni at 4:00 p.m. in Cogswell Auditorium on Tuesday, March 10, 1970. A quorum was present. Forty student permits had been issued and tellers had been appointed. The reason for the meeting was the resolution passed at the February 24 meeting.

Craig G. Swauger, acting chairman of Committee E, reported for the committee and said the report had its unanimous approval. He said the controversy should be settled by the report and the University should proceed on with its business.

"Two weeks ago when Committee E accepted the assignment to review its recommendation not to grant permanent faculty status to Mr. Jay Smith, it pointed out that whatever decision it reached would not meet the approval of everyone.

"So this afternoon at the outset of this report we should like to note that in such a situation no one can really win -- there should be no victory, no defeat. Instead we should settle this controversy and move on with the business of the university.

"Before Committee E advises the Senate of its decision -- a decision which, if accepted by the Senate today, is in effect a recommendation to the Board of Trustees -- Committee E takes this opportunity -- since it has the floor -- to make a comment about the present procedure of granting tenure at Indiana University of Pennsylvania.

"While in the present case the departmental recommendation, the recommendation of Committee E, and the final action by the Board of Trustees have followed established procedures and we believe due process has been observed as far as the Manual of Employment is concerned, Committee E believes there is a definite need to restructure the procedure.

"Right now committees are at work on reforms, and Committee E feels certain that significant and reasonable changes will be made. Departmental autonomy must be preserved but improvement at the departmental level, especially in statements of cause, can come about without threatening departmental autonomy. In addition, the procedure should include the right of appeal, both on the departmental and Committee E level. Further, a faculty member who is to be denied tenure should have at least one full year of notification.

"The business of revising tenure procedures should involve the whole university. Students should actively participate in the revision process. However, Committee E, aware of the delicate and sensitive nature of tenure proceedings, strongly recommends that no students be involved in the actual tenure hearings. Such hearings directly concern a faculty member's professional life, and privacy and confidences are most desirable.

"As we proceed with a close examination of the current way of handling tenure consideration and seek ways to correct whatever shortcomings exist, it is hoped that we can produce a fair and rational revision, one that will prevent ever again a situation such as we have had this year.

"Now, to return to the review Committee E has made of its recommendation. During the past two weeks Committee E has re-examined Dr. Anthony Angeloni's original letter of November 5, 1969 in which a recommendation to deny tenure to Mr. Jay Smith was made. It has examined the report of the Fact-Finding Committee. It has examined Mr. Smith's answer to Dr. Angeloni's letter. Committee E has also met for extended periods with Dr. Angeloni and Mr. Smith individually, and on one occasion met with Dr. Angeloni and Mr. Smith together.

"While Committee E does find some inconsistencies and some contradictions, both in the written reports and in the meetings with the two principals, it does not find these contestable enough to change its earlier recommendation. Nor does Committee E find any evidence that Mr. Smith's academic freedom has been violated. Committee E thus stands by its earlier recommendation that Mr. Smith not be granted permanent faculty status.

"However, there are circumstances in this case which seem to require further action by Committee E. The issue has involved students, faculty, and administration, with attendant and often unwarranted attention by the media. This has been unfortunate but nevertheless a fact to deal with. While Committee E has reached its decision without being influenced by the possibility of threat, disruption, and repercussion, it nevertheless remains aware of the unusual interest in this case.

"In addition, while it has been acknowledged that current university regulations have been followed, it has also become apparent that these present regulations do not parallel guidelines followed in many forward-looking institutions. Committee E then is not unaware of how other institutions are handling denial of tenure.

"Committee E also realizes that the extended consideration of this case, regardless of who or what caused the extension, forces Mr. Smith into an awkward time position in seeking a new and appropriate faculty post for September 1970.

"And so Committee E, while holding that the action of the Board of Trustees in not granting tenure to Mr. Smith be considered final and irreversible, wishes to recommend that Mr. Smith be granted a terminal contract at Indiana University of Pennsylvania for the 1970-71 academic year. The effect would be to grant Mr. Smith in excess of a year's notice. Such action is not without precedent at Indiana University of Pennsylvania.

"Dr. Angeloni and Mr. Smith have agreed in a recent meeting with Committee E that this arrangement for 1970-71 is satisfactory with each of them. If granted a contract, Mr. Smith would continue as a full-time member of the Educational Psychology Department. He would participate in staff meetings and staff decisions. He would be given appropriate teaching assignments from now until the close of the spring semester, 1971. Dr. Angeloni has indicated he will consider Mr. Smith in this light. And Mr. Smith has indicated he can serve the university and the department in such a capacity.

"Committee E has also met in an informal session with the faculty of the Educational Psychology Department, a meeting held today in fact. The impression is clear that this arrangement is satisfactory to everyone in that department.

"If Committee E may depart from the somewhat impersonal nature of this report for a moment -- the Committee -- Dr. Cordier, Dr. Saylor, Dr. Lore, and myself -- should like to tell the members of the University Senate and the students of the University that we encountered a remarkably honest and forthright approach to the problem when we discussed the issue with the principals, either separately or jointly. Each person understood -- and regretted the situation. Each sought a reasonable solution by considering all the options available. Finally the Committee and the two principals sat down together and arrived at a conclusion with understanding, with consideration and respect for others, with concern for the best interests of the University. Dr. Angeloni and Mr. Smith, both men of principle, have in the past week discovered a compromise without loss of personal conviction.

"Committee E hopes that the members of the University Senate, the students, the administration, and the Board of Trustees can come to the same conclusion in the same spirit of understanding and honest compromise.

"It seems to Committee E that we can now end this controversy. In so doing we can draw from it not only -- as we have suggested -- a better way of handling similar problems but also in a far more important sense a better way of conducting all of our affairs -- by finding trust in others, by appreciating and accomodating to the strengths and frailities of the human condition.

"Before I move the acceptance of this report, Committee E should like to give Dr. Angeloni an opportunity to say a few words to the Senate -- and I would ask that his remarks be made a part of this report."

Anthony A. Angeloni's statement was:

"I have been asked to make a statement by Committee E members.

"Although I do not necessarily agree with the report in its entirety, I have agreed, in the interests of the University and as an employee of the University, to abide by the decisions of Committee E, the University Senate, and the Board of Trustees.

"I would refer you to Washington's Farewell Address, September 19, 1796, as a guide for my statement.

"'The Constitution' The basis of our political systems is the right of the people to make and to alter their constitutions of government. But the Constitution which at any time exists, 'till changed by an explicit and authentic act of the whole People, is sacredly obligatory upon all.'

"I feel that I should state that there are two sides to each question. Because I did not choose to write extensively on our side does not mean that I did not have plenty to say. Having been a competent administrator for nineteen years, I have used Abraham Lincoln's quotation as my guide:

"Abraham Lincoln once said: 'If I tried to read, much less answer, all the criticisms made of me and all the attacks leveled against me, this office would have to be closed for all other business. I do the best I know how, the very best I can. I mean to keep on doing this, down to the very end. If the end brings me out all wrong, then ten angels swearing I had been right would make no difference. If the end brings me out all right, then what is said against me now will not amount to anything.'

"I happen to have pride in our Department and its members and I believe I have their respect and trust. This morning, with Committee E present, they voted unanimously (including Mr. Smith) for me to continue as Department Chairman. It is our desire to make our Department one of the finest at the University.

"One guideline has supported me in many years work. I would like to share it with you. 'What you are is God's gift to you. What you become is your gift to God.' Extending this to our University 'What this University is today is God's gift to us. What we become tomorrow is our gift to God.'"

Swauger then read: "And now Committee E should like to give Mr. Smith the same opportunity, and what he says should be made a part of this report."

Jay Smith's statement was:

"I would like to first express to you my reasons for accepting the compromise which the tenure committee has proposed and then communicate to you some of my own observations regarding the total situation about which we are meeting today.

"1. My primary reasons for accepting the compromise which the tenure committee has proposed is a feeling that there had to be some sort of reconciliation in order to break down the polarization which has resulted from the public airing of my tenure case. The university cannot function effectively in an atmosphere of mistrust and confrontation and therefore I felt that I should do whatever I could to help to change this atmosphere into one of constructive cooperation.

"2. Second, I accept the compromise because I genuinely believe that due to the changes which the tenure committee is proposing as well as other clarifications and changes taking place in departmental as well as university wide policies, it is extremely unlikely that another case such as the present will occur in the future. As I have stated previously, I felt that I had a responsibility to stand up for the principles in which I believe and that those principles were more important than my own personal welfare. Therefore, saving Jay Smith was not my primary motivation in choosing the course of action which I have followed and it is certainly not my primary motivation at the present time.

"3. I think it is also important to point out that I do not (and I'm certain Dr. Angeloni does not) think of this compromise a victory or a loss. Both Dr. Angeloni and I have stood up for principles in which we believed and consequently we have made friends and unfortunately some enemies. Now we are trying to create a climate of reconciliation in which the energies of students, faculty, and administrators can be channeled into constructive efforts to avoid future situations such as the present one.

"An extremely unfortunate consequence of the public airing of my tenure case has been the fact that Dr. Angeloni and I have become scapegoats and both he and I have been viewed by some as heroes and others as villains. I think that the tendency of students, faculty, or administrators to categorize this case from their own perspective as another example of the good guys vs. the bad guys is an oversimplification of reality. I think that the total university including students, faculty, and administrators bears a portion of the responsibility for the current state of affairs.

"It seems to me that if we are to be certain of avoiding such problems in the future, we are going to have to recognize the need for re-evaluating and possibly changing some of our existing policies and procedures.

"Some changes which I feel must be considered are:

"1. The changes in the operating of Committee E as have already been proposed:
a. a more careful spelling out of guidelines regarding the criteria which are used in recommendations for tenure. b. the development of some sort of procedures which allow for due process for faculty members whose contracts are to be terminated. c. possibly increase the number of persons on the Tenure Committee.

"2. Some clarification of the concept of departmental autonomy is in order. How independent should departments be allowed to be? To what extent should there be functioning checks and balances on departmental autonomy?

"3. A change is needed in our policies and procedures regarding notification of non-renewal of contracts to bring them into conformity with commonly accepted university guidelines as spelled out by A.A.U.P. and other academic professional associations.

"4. We must begin to seriously consider the role of student opinion, student evaluations, and student participation in university decisions such as the granting of tenure. To what extent should students be participants in the University Senate is an important question which we must ponder.

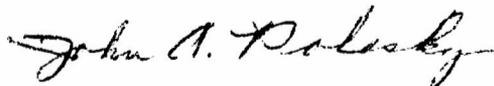
"However, I feel that the most important change which must come about if we are all to learn from the experience of the past three months and to avoid recurrences in the future is a change in spirit of students, faculty and administrators. We must recognize that we all have a common interest and responsibility in the educational process and that only through our working together and attempting to understand points of view other than our own will we be able to create the type of university which we all want to exist here at Indiana."

Swauger moved, along with Angeloni and Smith, and seconded by Hugh B. Johnson, Jr. to approve the report. A question was called and the motion carried by a vote of 237 for the report and 2 against it.

Irwin M. Marcus then made several remarks about how the University could be improved by people talking, listening, sharing burdens and sharing powers.

The meeting was then adjourned.

Respectfully submitted,



John A. Polesky, Secretary

Upon a motion duly seconded and carried by a vote of four to two, the Board of Trustees voted to confirm the action taken by the University Senate concerning the Jay Smith case at its March 10, 1970 meeting; that is, the action of the Board of Trustees on December 12, 1969 in not granting tenure to Mr. Smith is final and irreversible, but Mr. Smith will be granted a terminal contract at Indiana University of Pennsylvania for the 1970-71 academic year. This action was taken at the May 28, 1970 meeting.

The final regularly scheduled meeting of the University Senate was called to order by Vice Chairman Lawrence A. Ianni at 4:00 p.m. in Fisher Auditorium on Tuesday, April 21, 1970. A quorum was present. Passes had been issued to Student Government for forty student observers. Those who did not have passes were asked to leave. Some students would not leave and the Dean of Men notified them that they would have to leave. The minutes of the special meeting held on January 13, 1970 and the regularly scheduled meeting of February 3, 1970 were approved as published.

Ianni announced that the report of Committee A (Nominating) was postponed to later in the meeting because some actions taken earlier will affect the actions of Committee A's report. It was decided by the Steering Committee that the business of this meeting would be conducted for one and one-half hours until 5:30 p.m. at which time the meeting would be recessed, if additional business remained, to be reconvened at 4:00 p.m. on April 28, 1970 in Cogswell Hall. There was no report from Committee B (Steering).

Ida Z. Arms, Chairman, reported for Committee C (Curriculum). She moved and Patsy A. Zitelli seconded to approve the report. Thomas D. Goodrich asked for clarification on two points. He asked if the comment under the Mathematics Department (title to be decided) was to be a standard practice. Arms said the course had been completely outlined but the department had not decided what to call it. She said all the changes had been printed in the complete minutes of the committee in the Faculty News. Goodrich said there seem to be 45 new courses yet there are to be no new faculty. Arms said all the courses would not be offered the coming year. It was clearly understood by the committee that the new courses could be handled without new personnel. John E. Merryman asked about item II 1. Arms said this is presented as a motion that the committee approved and goes on record to have the Senate approve it. John J. Hays asked if it is the function of the committee to do this. Arms said this is to make a matter of record what is already being done and that she thought the committee was in line in making this proposal. A question was called and the motion carried unanimously to approve the following:

"I. Course changes and curricula changes approved by the Curriculum Committee of the School involved: A. Proposal from Geography Department. 1. Change names of following courses: Geog. 240 Elements of Weather and Climate to Climatology I 3 s.h.; Geog. 241 Climatology to Climatology II 3 s.h.; Geog. 261 Geography of Far East to Geography of East Asia 3 s.h.

"B. Proposal from Art Department. 1. Change from: Art 317 Arts and Crafts El. Ed. -- 2 cr.; Art 319 Teaching Seminar El. Ed. -- 1 cr.; Art 318 Arts and Crafts Sec. Ed. -- 2 cr.; Art 320 Teaching Seminar Sec. Ed. -- 1 cr.; to Art 317 Arts and Crafts, El. Ed. -- 3 cr.; Art 318 Arts and Crafts, Sec. Ed. -- 3 cr.

"C. Proposal from Economics Department. 1. Change names of following courses: Econ. 355 Intro to Econometrics to Econometrics I; Econ. 305 Quantitative Economics Methods I and Econ. 306 Quantitative Economic Methods II to Mathematical Economics I, II; Econ 325 Money, Banking and Monetary Policy to Monetary Econ. I; Econ. 340 Economics of Underdeveloped Countries to Economic Dev. II. 2. Approved following new course proposals: Econ. 326 Monetary Economics II 3 s.h.; Econ. 336 State and Local Finance 3 s.h.; Econ 339 Economic Development I 3 s.h.; Econ 346 International Economics II 3 s.h.; Econ. 356 Econometrics II 3 s.h.; Econ 381 Urban and Regional Economics 3 s.h.

"D. Proposal from Mathematics Department 1. Approved 'core' program for all mathematics majors consisting of the following courses: Math 111, 113, 115 Calculus I, II, III 12 s.h.; Math 131 (title to be decided) (title selected at a later date was Intro to Algebraic Structures) 3 s.h.; Math 133 Introductory Linear Algebra 3 s.h.. 2. Approved following new course proposals: Math 011 Elementary Functions 3 s.h.; Math 013, 015 Calculus I and II for Natural and Social Sciences 4 s.h. each; Math 017, 019 Calculus I and II for Physics 4 s.h. each.

"E. Proposal from Physics Department. 1. Approved following course changes: Change name of Physics 331 Atomic and Nuclear Physics to Modern Physics. Reduce from 4 to 3 credits. Reduce each of following from 3 to 2 credits: Physics 222, 223 Mechanics I & II; Physics 322, 323 Electricity and Magnetism I & II. Reduce each of the following from 4 to 3 credits: Physics 242 Optics; Physics 342 Heat and Thermodynamics. Increase Physics 483 Quantum Mechanics I from 3 to 4 credits. Change Physics 472 from Modern Physics to Nuclear Physics. Drop Physics 422 Selected Experiments II. Add the following new courses: Physics 350, 351 Intermediate Experimental Physics I & II 3 s.h. each; Physics 490 Solid State Physics 3 s.h.; Physics 432 Advanced Electronics 3 s.h.; Math 071 Intro to Applied Mathematics (taught by the mathematics staff) 4 s.h.. 2. Approved new requirements for following degree programs: B.S. in Ed. for Physics Majors, B.S. in Ed. for Physics-Math Majors, B.S. in Physics, B.A. in Physics.

"F. Proposal from Psychology Department. 1. Approved name changes for following courses: Psych. 352, Mental Hygiene to Psych. 300, Psychology of Adjustment; Psych. 391, Psychology of Learning to Psych. 365, Conditioning and Learning. 2. Approved following new courses: Psych. 290, 291 Experimental Design and Analysis I & II 4 s.h. each; Psych. 361 Motivation 3 s.h.; Psych 374 Psychology of Adulthood and Old Age 3 s.h.; Psych. 380 Comparative Psychology 3 s.h.; Psych. 410 Human Learning and Memory 3 s.h.; Psych. 450 Introduction to Clinical Psychology 3 s.h.; Psych. 471 Special Topics in Psychology 3 s.h.; Psych. 472 Independent Work in Psychology 2-6 s.h.; Psych. 470 Research Seminar 3 s.h.. 3. Approved the dropping of the following courses: Psych. 202 Advanced General Psychology; Psych. 310 Behavioral Statistics; Psych. 311 Experimental Psychology; Psych. 491 Senior Seminar.

"G. Proposal from Sociology-Anthropology Department. 1. Change name of Anthro. 317, Archaeological Techniques to Quantitative and Instrumental Archaeology. 2. Approved following new course proposals: Anthro. 222 Introduction to Physical Anthropology 3 s.h.; Anthro. 244 Basic Archaeology 3 s.h.; Anthro. 371 A Cultural Area Studies 3 s.h.; Soc. 262 Modern Social Institutions 3 s.h.; Soc. 401, Anthro. 401 Social and Cultural Changes 3 s.h.; Soc. 451 Special Readings in Sociology 3 s.h..

"H. Proposal from Geo. Science Department. 1. Approved following new course proposals: Geo Science 110 General Astronomy 3 s.h.; Geo Science 238 Glacial Geology 3 s.h..

"I. Proposal from Biology Department: 1. Approved following courses for Marine Science Consortium: MSC 110 Introductory Oceanography 3 s.h.; MSC 210 Field Methods in Oceanography 3 s.h.; MSC 251 Ichthyology 3 s.h.; MSC 241 Marine Biology 3 s.h.; MSC 362 Marine Geology 3 s.h.; MSC 342 Marine Botany 3 s.h.; MSC 331 Chemical Oceanography 3 s.h.; MSC 458 Exploration methods for Marine Geology 3 s.h.. 2. Approved following new course proposals: Biol. 105 Cell Biology 4 s.h.; Biol. 443 Resource Materials in E. Science 2 s.h.; Biol. 110 Plant Biology 5 s.h.; Biol. 120 Animal Biology 5 s.h..

"J. Proposal from Learning Resources & Mass Media Department. 1. Approved following new course proposals: L.Res. 471 Advanced Photography in Education 3 s.h.; L.Res. 481 Television Production 3 s.h.; L. Res. 482 Preparation of Instructional Materials 3 s.h..

"K. Proposal from Department of Institutional Food Service. 1. Approved following new course proposals: H.E. 401 Food, Beverage, and Labor Cost Control 2 s.h.; H.E. 201 Man and Food 3 s.h..

"II. In other actions the Committee passed the following motions: 1. Committee C goes on record as endorsing the idea that each department should make its own decisions concerning whether or not a given course may simultaneously fulfill both the General Education and Major or Minor requirements for the department. 2. Approved Ed. 457, Teaching of Physics, for the current semester. Further consideration will be given by Committee C as to its future status."

Donald E. Hoffmaster reported for Committee D (Academic Standards). He said item 1 deals with the exclusion of student teaching grades. No one knows how this policy began but student teaching grades have been excluded for the Dean's List and honors at graduation. Hoffmaster moved to adopt item 1, Edward Hauck seconded, a question was called, and the motion carried to approve:

"1. The question of the feasibility of including student teaching grades for the purposes of calculating quality point averages was discussed. It was felt that these grades should be included in the quality point calculations for the purpose of including students within the Deans List and also for recognition of honors at graduation. It was moved by Dr. Hoffmaster and seconded by Mr. Drumheller that these quality points should be included in the calculation for the above mentioned purposes. Motion was unanimously approved."

Hoffmaster said items 2, 3, and 4 are for clarification only and no action is needed at this time. Item 5 was approved by Committee D several weeks ago and deals with the number of credits needed to transfer from the centers to the main campus. When the centers were first established it was presumed that students would spend two years at the centers and then transfer to the main campus. It became evident in some of the special areas that it was necessary to transfer to the main campus after the freshman year. At the main campus it was necessary to have only 1.6 to remain on the rolls but at the centers it was necessary to have a 2.0 to transfer to the main campus. This was a double standard. Hoffman moved and Gary L. Buckwalter seconded to accept items 2, 3, 4, and 5. S. Trevor Hadley asked when this would go into effect. Hoffmaster said it would go into effect in January of 1971 since there is not much room on campus in September. Hadley said he would like to amend it to become effective in September 1970. Ianni said the Senate cannot amend and he would construe that this adds only clarification. A committee member said he was present at the committee meeting and a date was part of the motion. Ianni ruled that this item would be considered for adoption with the intended date of effect being considered a part of the item. A question was called and the motion carried to approve the following:

"2. The proposal made by the Curriculum Committee last year that 16 semester hours be regarded as an optimum student load was clarified for the committee by Dr. Cordier. While no action was taken in the matter, the committee upheld a recommendation on the part of the academic deans that students who wish to take in excess of 16 semester hours must have a 2.5 cumulative average and must secure the approval of the dean of their school, but that no student can take in excess of 18 semester hours in one semester.

"3. The question was raised as to whether or not a recommendation for the granting of an Honorary Degree might be made at this time. Dr. Cordier informed the committee that the Senate's proposal which was sent to the Board of Trustees in February had not yet been approved by the Board. It seems, therefore, that until this is done, a recommendation would be inappropriate.

"4. Dr. McGovern was asked to clarify the statement which he placed in the Daily Bulletin on Friday, April 3, 1970, regarding policy affecting the programming of majors in the School of Arts and Sciences. There was a feeling that this policy might be in conflict with some other policy such as the Pass-Fail System that had been previously approved by the Senate. Upon clarification of this point no action was taken by the committee in respect to it.

"5. Quality point average required of students to transfer from off-campus centers to the Main Campus: it is recommended that the same policy apply to the off-campus students in transferring to the Main Campus as applies to the students already enrolled on the Main Campus insofar as quality points are concerned."

Item 2 was brought up again and Hoffmaster said that at the time of the meeting Dr. Cordier said this was in effect. Robert Mullock said the students are opposed to a maximum of 16 semester hours. He said it limits the pass-fail program. Most students will be taking 15 credits as there are few one credit courses. Eight semesters times fifteen credits would be only 120 credits. This was going into effect without being adopted by the University Senate. Some departments require more than 124 credits to graduate. Ianni asked if anyone present was a member of the Curriculum Committee last year and could speak with regard to the proposal. Ida Z. Arms said she was a member of the committee last year. In 1966 the Curriculum Committee had approved this proposal. The September 30, 1969 Senate minutes said a student could carry an overload upon demonstrated competence. The committee has not given its definition of demonstrated competence but the council of deans has.

Richard E. Berry said that in adding up four credit and three credit courses there are many semesters which cannot be reduced to 15 or 16 hours, only 14. Many persons have to be sent to Dean McGovern for exceptions. Richard Hazley said the principal question is whether the item discussed has been passed by the Senate. It was decided that the Council of Deans is not authorized to make this decision. Ianni said this was correct as the Council of Deans was to be a "housekeeping" committee. It seems that the matter of 2.5 has not been approved by the Senate. John E. Merryman said Committee C and Committee D should create a conference committee to consider this question and report back to the Senate. Ianni said it would seem that this would be in order for item 2. Charles E. Weber suggested that this matter be worked out and presented to the Senate next Tuesday. Ianni said the preprogramming session will end by next Tuesday. Mullock said that since this is not University policy the Senate would not have to vote on a negative policy.

Weber moved for rejection of Item 2 of the Committee D report and it was seconded. A member of the Senate said the Summer-January students were told they could graduate on schedule but could they under these rules. He added that state scholarships are given for only eight semesters. Richard Hazley said he would like to have the chair clarify what the rejection of this would accomplish. Ianni replied that it would be the first step in disestablishmentarianism. S. Trevor Hadley said the preprogramming this year is not the same as in the past fall. The students will really program in the fall at the arena programming. There will be no adding of courses in the fall--only dropping. Mullock asked about those students who wanted to take 18 semester hours and were not able to preprogram for them. Ianni said there was to be no adding of courses after the arena scheduling.

Robert O. Warren said the students could petition for up to 18 semester hours--approximately 1,000 have done so. Mullock said those students had the 2.5 but what about those who have 2.4 and will have to stay around for additional semesters. Lawrence F. McVitty said most graduate schools require 2.5 to get in. He asked when the catalog issued would be the contract with the students. It was time that the catalog was adopted as a contract without switching for convenience during the school year. Mullock said he understood that no vote was taken on this item at the Academic Standards Committee meeting. A motion was made to close debate, it was seconded, and carried by the required two-thirds vote. A question was called for rejection of Item 2 and it carried by a vote of 184 for and 4 against.

Lorrie J. Bright said he would like some clarification on Item 4. What was the "clarify" referred to in item 4. McGovern said a question was raised at the meeting and he gave a history. The purpose of the step itself was to bring the student closer to his adviser instead of automatically signing the cards. There should be a relationship between the courses taken and the degree given. The students would: 1. think about why he wanted to

take the course. 2. Present it to his advisor. 3. Have the advisor react to it. The document was given to the faculty of the School of Arts and Sciences for their reaction. If there was a deviation in the policy it was because the policy was not clear and there was an interpretation made. Its purpose was not to make new policy.

Craig G. Swauger reported for Committee E (Faculty Tenure, Etc.) and moved to adopt the report. It was seconded by Robert H. Saylor. Charles E. Weber requested information whether there was any University policy that prevented a person from going past Step G. Swauger said there is no step beyond G since this is a state law. Ivo Omrcanin asked why names are not published. Swauger said it is the policy of the committee not to publish names. Ianni said it has been the policy of the committee to publish only a summary of its actions. Patsy A. Zitelli said that in the past the names were published only after the names were approved by the Board of Trustees. A motion to close debate was made, seconded, and carried by a two-thirds vote. A question was called and the report approved:

"I. Tenure--The committee recommended that sixty-seven members of the staff who are in their third year of probation be granted tenure status beginning September, 1970. The committee recommended that for two members of the staff their probationary period be extended for one year. Tenure was denied to one member of the staff.

"II. Promotions--The committee recommended the promotion of seventeen members of the faculty from the rank of associate to full professor. All of these staff members hold the doctors degree. The committee recommended the promotion of sixteen staff members from the rank of assistant professor to associate professor. Eight staff members were recommended for promotion from the rank of instructor to assistant professor.

"One member of the faculty was denied promotion to full professor on the score that this individual was granted a merit increase last year and had been promoted to associate professor the year before. The committee denied the promotion of eight staff members who had applied and were recommended for promotion from associate professor to full professor without the doctors degree. The committee also denied the promotion of five staff members from assistant to associate professor.

"III. Sabbatical Leaves and Out-Service Grants--The committee recommended the granting of sabbatical leaves to fourteen staff members. Four of these are for a full year at half pay. Three members of the staff were recommended for full-time out-service grants.

"IV. Merit Increases--Committee E recommended fifty-four members of the staff (approximately 10% of the entire staff) to receive merit increments for the school year 1970-71. Four staff members were denied merit increases because they will be on Step G within their rank during the coming school year. Twelve other staff members were denied merit increases because they are still on probation."

The chair was ceded to Dorothy F. Lucker so that Ianni could report for the Consultative Committee to Revise the Employment Manual. Ianni said Item 1 is to supplement and not alter the statement on acquiring tenure in the manual. What the group tried to do was to have a process of continuous written notice during the period of tenure. Ianni moved and Dale E. Landon seconded to approve the report. Landon asked whether this completes the revision of the manual and Ianni said that is a question he would like to have answered. When the committee was first given the job they thought they were to just revise the wording of the then existent manual. They were then given this additional job. The committee hoped that this would be the end of the labors for the committee.

William R. Shane asked does this close the chance of someone not getting tenure for arbitrary and discriminating reasons. Ianni said this was both theoretically and actually still possible. Things work only as well as those people involved. The committee tried to prevent arbitrary and discriminating denial of tenure. Shane said he thought this section should have a item that says a person cannot be denied tenure for arbitrary and discriminating reasons. Hugh B. Johnson, Jr. asked if the committee had given attention to the length of the probationary period and Ianni said this was dealt with in another section. Johnson asked if the committee gave attention to the period of notification and Ianni said this was done. Rudolf Kraus said he felt that the vote for dismissal should require at least a two-thirds vote.

The meeting was automatically adjourned when 5:30 arrived.

The meeting was reconvened at 4:00 p.m. on Tuesday, April 28, 1970 in Cogswell Auditorium by Vice Chairman Lawrence A. Ianni. A quorum was present. The chair was turned over to Dorothy F. Lucker so that Ianni could continue presenting the report of the Consultative Committee to Revise the Employment Manual. Irwin M. Marcus said the proposal calls for an elective committee and asked who was to elect the committee. Ianni said the committee had not prescribed that only tenured people vote. It was the idea of the committee to give everyone in a department the right to elect the tenure committee. Marcus asked if the decision of the committee was binding on the department chairman. Ianni said it was his personal opinion that the decision would be binding. Marcus asked about a chairman

acting unilaterally. Ianni said the Mathematics Department has decided to let the chairman alone decide about tenure. A question was called for adopting part 1 and the motion carried to approve:

"The Consultative Committee to Revise the Manual of Employment, meeting jointly with Committee E and J of the University Senate, have agreed on the following wording that they wish to present to the Senate for its adoption as an addition to and a revision of the policies in the Employment Manual.

"1. For addition between the first and second paragraphs on page 8 (of the text as distributed to all members of the Senate prior to the November 18, 1969, meeting): For the purpose of arriving at recommendations on tenure, continued probation or termination of faculty members on probation, department chairmen must consult with a duly elected committee of tenured members of the department, unless the department establishes by choice the policy of empowering the chairman to make such recommendations unilaterally. In addition, departments may establish procedures for student participation in such decisions. If the constitution of such a committee is not possible in a department which desires the use of one, the chairman should confer with the dean of the school and the dean of academic affairs before arriving at a recommendation. The data sources for arriving at recommendations shall include whenever possible comprehensive syllabi individually developed by the instructor or corporately developed for multi-section courses (if such syllabi have been required of the instructor on probation); individually developed syllabi for new courses; reported observations by the department chairman, colleagues and at least a representative sample of the students; evidence of appropriate use of instructional resources; and evidence of contribution to the growth and development of the instructional program and the welfare of the department and the university at large.

"Prior to action by Committee E on all recommendations concerning probationary employees, every person on probation will have received in writing from his chairman during each year of his probationary employment a copy of the annual evaluations made in accordance with the dates specified earlier. Such evaluations must indicate whether the faculty member's work has been judged to be satisfactory or unsatisfactory so that there will be a clear understanding of the status of the faculty member on probation. During the year that a recommendation for tenure or termination is to be made by the chairman, the evaluation should inform the faculty member on probation of what the recommendation is to be. If the faculty member on probation wishes to contest the recommendation, he should inform the chairman of Committee E that he intends to do so. It then becomes his obligation to submit to both Committee E and his department chairman no later than a week before the scheduled meeting of Committee E a written rebuttal to the chairman's recommendation. Committee E will then conduct a hearing with the chairman and the faculty member on probation before accepting or rejecting the departmental recommendation. The recommendation of Committee E will afterward be transmitted to the President for his action and final action by the Board of Trustees."

Ianni said the second proposal is something returned to the Senate as a result of voting down this section when it was voted upon last November. There are a few respects in which this report varies from the previous report. The present procedures call for a person at age 62 to go off continuing contract and to a one-year contract. Your employment goes on indefinitely until you are not granted another one-year contract. The considered judgment of the committee is to continue to consider the age of 62. This is not a retirement date but is going from a continuous contract to a one-year contract. 1. This calls for a one-year notice provision. 2. This changes our present system in that Committee E passes on these recommendations and the faculty member concerned may present a brief for himself if he wishes to. 3. This report has a mandatory retirement date of age 70. This was not in the November report.

Ianni moved and Dominic Intilli seconded to approve part 2 of the report. Rudolf Kraus said that according to the law in the United States the area between 45 and 65 cannot be discriminated against because of age. Ianni said the document does not discriminate because of age. Under the present policy, the health of the individual and the needs of the University would be considered. Hugh B. Johnson, Jr. asked if a faculty member still would be able to retire at 60. Ianni said that was correct. Johnson asked if a person past 62 could be a member of the department tenure committee. Ianni replied that a person who is past 62 could not be on a tenure committee since he is not tenured. William E. Lafranchi asked if a person past 62 could be passed on only by the department committee or the department chairman. Ianni said it is to be reviewed by the tenure committee. Myron H. Levenson asked if people over 62 can be a part of the tenure committee. Ianni said non-tenured faculty can vote for the tenure committee but cannot be a member.

Robert L. Morris asked whether a retired professor over 70 could be employed as a part-time professor. Ianni said his understanding would be that this regulation does not cover part-time employment. It might affect a distinguished professor who would be coming in as a full-time professor. Donald J. Ballas asked whether this put tenure on factors other than ability. Ianni said it did and that perhaps it was a good policy that after a certain age a review be made. Patsy A. Zitelli said age 65 was discussed and asked why it was dropped. Ianni said the committee decided to go back to the age of 62. Paul R. Wunz,

Jr. asked what happens if a person deteriorates in January or February and still must continue for another year. Ianni said there was no provision for such a case.

Charles E. Weber said he thought this item should be returned because the chairman of the committee cannot relate the thinking of the committee with regard to the age of 65. There should be further study of this item. Ianni said his recommendation is to pass this item. At present there is no provision for one-year notice. If the item is sent back to committee the Senate would not see it until September 1971. This is better than what is at present. If it is imperfect it can later be amended. Johnson asked whether the state law could be interpreted that retirement could be based on the past 60 months and not the nine-month year. Blaine C. Crooks said the law reads it is the highest five years, not calendar years. It was moved and seconded to close debate. This was carried by the required two-thirds vote. A question was called and the motion carried to approve:

"2. As a revision of the existing policy stated at the bottom of page 18 and the top of page 19 of the text distributed before the November 18, 1969, meeting (in italics and lower case, since the committee's proposed policy was rejected at the November meeting), the committee submits the following:

"When a faculty member reaches age 62, employment is continued on a year-to-year basis until the mandatory retirement age of 70 with continuance being recommended by Committee E. taking into account a number of factors, including the faculty member's personal health and the needs of the university. In advance of Committee E's recommendation of termination, the faculty member must be invited to present arguments of his continuance should he so desire. In event that re-employment is not recommended by Committee E, the faculty member will be notified in writing of the reason for the termination of his contract one calendar year in advance of the effective date of termination."

It was moved, seconded, and carried that the time of recess be made at 5:30 and the Senate reconvening a week hence. Robert Mullock said the Board of Trustees meets May 8 and the items passed by the Senate might not be able to be on the agenda.

Myron H. Levenson asked if it would be possible to get an indication of the desires of the Senate members who would like the age to be 65. There were 133 persons who favored age 65 and 34 who favored age 62. Weber asked if persons on one-year contracts would be denied merit raises. Ianni said to make it a matter of record that this matter be referred to Committee J for study. The vote on ages for one-year contracts was also referred to Committee J. Charles B. Stevenson asked about severance pay for persons who retire ahead of time. Ianni said severance pay would be a matter of state law. The item of severance pay was also referred to Committee J.

Blaine C. Crooks asked Ianni to clarify the Cordier handout which was given to the persons at the meeting. Ianni said what is on the handout is University policy. The Council of Deans did not establish the policy. They were clarifying the established policy. The Council of Deans had a prerogative to clarify the matter of demonstrated competence.

I. L. Stright, Chairman, reported for Committee F (Graduate Council). He moved and Paul R. Wunz, Jr. seconded to approve the report. Dorothy Lucker asked what modifications were made in item 3. Stright said he would prefer not going into the details of admissions. Admissions must be controlled and there were an increased number of applications. Robert Bernat said he does not think Stright has the prerogative to refuse. Thomas D. Goodrich asked if the new courses were two credits and Stright said they mostly were. A question was called and the motion carried to approve:

"1. Approved a new graduate degree program, a program leading to the Master of Arts Degree in the Social Sciences.

"2. Returned to the Sociology-Anthropology Department for reexamination the proposal to add to the offerings in the social sciences two new courses, Soc. 566, Social Change and Social Institutions, and Soc. 567, Modern Social Theories.

"3. Approved the deletion of HE 576 Colloquim, as requested by the Department of Home Economics. Approved the division of HE 530 Seminar in Textiles and Clothing. Asked the Department of Home Economics to resubmit with additional justification the proposed division of HE 551 Seminar in Home Management and Family Economics. Returned to the Department of Home Economics for reconsideration the proposal for the addition of two new graduate courses, HE 524 Advanced Child Development and HE 525 The Adolescent Female.

"4. Approved a number of changes in the graduate offerings of the Department of Physics, including the addition of new courses: Physics 512 Curriculum Developments in Secondary School Physics, Phys 504 Theoretical Physics III, Phys 505 Theoretical Physics IV, Sci 575 The Growth of Science and Its Concepts I, Sci 576 The Growth of Science and Its Concepts II.

"5. Approved the addition of a new graduate course in Art, Independent Studies, Art 516.

"6. Approved new graduate courses in Geo-Science: Glacial Geology; Earth Deformation; Life of the Geologic Past; Earth Processes; Earth History; Earth Materials.

"7. Approved revisions in the program leading to the M. Ed. degree in Chemistry, including two new courses, Chem 533 Chemical Literature, and Chem 576 Radio-chemistry.

"8. Approved modifications in admissions procedures."

R. L. Woodard, Chairman, reported for Committee G (Research). He moved and Patsy A. Zitelli seconded to accept the report. A question was called and the motion passed to approve the following:

"Several actions taken by this committee since its last report are as follows:

"1. Drs. Marlin E. Hartman, Mathematics, Donald S. McClure, English, and Dorothy C. Vogel, History have been assisted for expenses incurred leading to the successful defense of their dissertations. (Donald J. Ballas, Geography, was omitted on the agenda but should have been included.)

"2. Mr. Donald M. MacIsaac, Learning Resources and Mass Media, Mr. William D. Warren, Geography, Mrs. Show-chih Rai Chu, Foreign Languages, Dr. Thomas D. Goodrich, History, Dr. Stanley Cohen, Criminology, and Drs. Dale E. Landon and Irwin M. Marcus of the History Department were given awards to assist in defraying expenses involved with their respective projects of research and publications.

"3. Part of the expenses were paid for Dr. Jack L. Shepler to present papers before two conferences.

"4. The library facility for duplicating materials for faculty research continues to be sponsored by this committee and to be of service to a large number of the faculty.

"5. A report from the Division of Natural Sciences and Mathematics requesting considerably expanded research policies has been reviewed. The recommendations in this report and the constitutional statement of function of Committee G are acknowledged matters of serious concern. The committee will undertake a thorough study of this situation and attempt to make recommendations to the full Senate in 1970-71. Individual and group conceived recommendations made in writing may be sent to the chairman of this committee to assist in those deliberations.

"6. Nominations for the Indiana University of Pennsylvania Faculty Award for Distinguished Scholarship have been received. The recipient of this award will be announced at commencement."

S. Trevor Hadley, Chairman, reported for Committee H (Student Affairs and Athletics). He moved and Edwin W. Bailey seconded to accept the report. Hadley said the Sophomore, Junior, and Senior women have self-regulated hours at all times. A question was called and the vote approved the following:

"1. Approval of Advisers: Indiana PENN - Mr. Lorrie Bright, English Department; Alpha Phi Omega - Mr. William F. Wegener, Criminology Department.

"2. Approval of two new organizations: Judo Club - Mr. Vince Celtnieks, Adviser; Archery Club - Mr. Lawrence Kaufman, Adviser.

"3. Approved Policy on Reporting Addresses: All undergraduate students must report their local addresses in order to pick up identification cards for the fall semester or at the time of validating their ID cards for the spring semester. Any change of address during a semester must be reported within seven days to the office of Director of Housing. Reporting a false address or failing to report a change of address will subject a student to a fine of \$10.00, payable to the Student Small Loan Fund.

"4. Approval of Intervisitation Rules and Regulations.

"5. Approval of admission charge of 50¢ to the Miss IUP Pageant.

"6. Approval of Policy on Hours for Women; First Semester Freshman Women: 12 M - Sunday thru Thursday; 2 a.m. Friday & Saturday. Second Semester Freshman Women: 12 M - Sunday thru Thursday; Self-regulated hours - Friday & Saturday."

James W. Laughlin reported for Committee I (Development). He moved and Patsy A. Zitelli seconded to accept the report. J. Merle Rife asked if the committee could give any information about the status of the new library. Laughlin said that at present it is in the initial planning stages. William W. Hassler said the date has been moved to 1974 and it has been budgeted for eleven million dollars. A question was called and the motion carried to approve:

"The Campus Planning and Development Committee held its regular monthly meeting for March in two sessions conducted on March 19 and March 24. The Committee reviewed the following items: Conversion of Gordon Hall to a faculty office building; possibility of removing Pa. Route 286 (Oakland Avenue) from the campus; evaluation of Oak Grove extension proposal; campus security; and heard a report from the Chairman covering the status of current and projected capital projects. For further explanation, minutes of these meetings will be published in the Faculty News."

William R. Smith reported for Committee J (Faculty Affairs). He commented on Item 1 and said there are some programs at the University staffed by one person and a student can go on for several years and should the person be lost, it would work a hardship on the student. Hugh B. Johnson, Jr. said this item could work a hardship in the Music Department where there are eleven such possible programs. Thomas D. Goodrich said that from a graduate standpoint, there are some graduate programs in which only one person is involved. George T. Wiley asked how this particular item came under the jurisdiction of this particular committee. Smith said this matter was considered by the committee and it decided it was in the jurisdiction of the committee. Smith moved and Edwin W. Bailey seconded to accept Item 1. A question was called and the motion was defeated for the item:

"1. 'The Academic One-Man Show' Any specialized academic program worthy of inauguration by the University, no matter how limited the student enrollment, should be sufficiently worthy to justify the employment of no less than two instructors."

Item 2 was stricken from the agenda due to previous actions of the Senate. Item 3 was submitted by two members of the faculty and asked that it be presented to the Senate. It could be called a moonlighting resolution. Smith moved and John J. Miller seconded to adopt Item 3. A question was called and the vote approved the following:

"3. Terms of contract. Any individual who accepts a University contract for full-time or part-time employment will be expected to fulfill his duties and responsibilities as defined by the President through the proper department chairmen or supervisors. This policy shall apply to all members of the professional staff including instructional, administrative, research, and other employees."

There was no report from Committee K (Continuing and Non-resident Education).

Lorrie J. Bright, Chairman, reported for the Consultative Committee for the Revision of Rules and Regulations of the University Senate. Bright moved for approval of Item I and it was seconded by Hugh B. Johnson, Jr. I. L. Stright said he believed in faculty representation but also representative government with delegation of authority. He said his response to the committee report would not be anything personal with respect to Mr. Bright. A point of order was asked whether Dr. Stright's remarks pertain to Item I. Ianni said they do not but he would return the floor to Dr. Stright after the vote is taken on Item I. A question was called and the item carried 170 to 6 to approve:

"I. The revision of the Rules and Regulations of the University Senate which follows as 'II,' presupposes for its most efficient functioning the membership of the Vice-Chairman of the University Senate on the Board of Trustees of Indiana University of Pennsylvania. The Consultative Committee therefore recommends to the University Senate that it request the Chairman of the Board of Trustees to appoint the Vice-Chairman of the University Senate preferably to a voting membership, or if this is illegal, to an advisory membership on the Board of Trustees."

The floor was returned to I. L. Stright and he read: "Your proposal for Committee F, which is the Graduate Council, as it pertains to membership and organization is completely unacceptable to me. In fact I cannot subscribe to it at all."

"The membership of this Council should remain as it is: a. Appointed: The Dean of the Graduate School, the Assistant Dean, the Assistant Dean for Research, and four others appointed by the Chairman. b. Elected: Full professors of the graduate instructional faculty equal in number to those appointed by the Chairman. c. Students: The elected President of the Graduate Student Organization (Dean's Consulting Board)--a member with full voting rights. Other graduate students are free to attend meetings of the Council. (Section c formalizes what has actually been in effect for the past two years)

"The organization of the Graduate Council should remain as it is: The Chairman of Committee F shall be the Dean of the Graduate School. A vice-chairman and a secretary shall be elected by Committee F from its members."

"So long as I am Dean of the Graduate School and bear the responsibility for its operation, I will not surrender the leadership role in policy making, but as always will share it with others and solicit support."

"It is my impression that the mood and tenor of your whole report is to strip Deans and other administrative officers of the University of the authority and power necessary to carry out their responsibilities and to reduce them to the level of paper-weights. No dedicated, conscientious person can function effectively in such an atmosphere. Such a revision in the structure of the Senate as your committee proposes can lead only to chaos and a breakdown of services.

"The original document prepared for the organization of the University Senate has been emasculated beyond recognition. The organization which now is called a Senate is really not that at all. It is the total faculty, and it promises to include also the total student body (excepting always of course graduate students!). A senate is normally a select, representative body. I know of no university with a faculty of 500 or more that functions with its complete faculty as a 'Senate.'

"Moreover, there is, in my considered opinion, no good reason why the Graduate Council or the Graduate Dean should report to the total faculty at all. Its business is graduate education, in which only a part of the faculty are involved. I would agree to a system whereby the Graduate Dean and the Graduate Council reported to the Graduate Faculty on a regular schedule (a few meetings a year should be sufficient). Since the inception of the Graduate School in 1957 the Graduate Faculty has consisted of Professors and Associate Professors teaching graduate courses and recommended by the Department Chairmen for graduate instructions.

"One final point: When a committee like this revision committee has a job to do, surely there should occur some communication between the members of that committee and those individuals most likely to be affected by revisions. Before any preliminary report is issued, as a matter of courtesy if for no other reason, surely such communication should take place."

The meeting was adjourned at 5:30 p.m..

The meeting was reconvened by Lawrence A. Ianni, Vice Chairman, at 4:00 p.m. on Tuesday, May 5, 1970, in Cogswell Auditorium. A quorum was present. William W. Hassler made the following announcements: There was a calculational error in the computation of the University budget. Representative Moore had arranged for a meeting with the Governor and he is instructing the Secretary of Education to look into the matter.

There is extreme tension on the campus. This afternoon he had met with the student segment of the President's Cabinet. President Mullock asked for a moratorium tomorrow. This is difficult to have at this time of the year. The alternatives were presented to the Senate: 1. A moratorium tomorrow with no make up day. 2. A moratorium tomorrow with a make up day this Saturday or next Thursday. 3. If it is this Saturday, it would have to be in the afternoon and evening. With this option the exam schedule would be as presently scheduled. 4. If the makeup day is next Thursday, then the first day of the exam schedule would begin on Friday. This would put the schedule for exams back. This decision is to be made by the Senate. It was asked which alternative the Student Government wants. Robert Mullock said the students wanted a moratorium tomorrow with no makeup.

James E. Payne said he could not see shutting down a university because students were killed. Why not shut down the university for the soldiers killed in Vietnam or for drug addicts. Mullock said there is tension on campus and this would be a way to relieve it. It would also be to oppose the policy of President Nixon in Cambodia. Richard Hazley asked what specific program was planned for the 10,000 students. Mullock said this would be decided at the Student Government meeting that evening. Richard Strawcutter said if the moratorium was approved it should not be construed as being in favor of the moratorium--just giving the students an opportunity to voice their opinion.

James M. Oliver suggested a fifth alternative--no penalty to students or faculty participating in the moratorium but classes would be handled in the usual manner. A vote was taken and this was the alternative chosen. Hugh B. Johnson, Jr. moved and John R. Sahli seconded to adjourn at 5:30. The motion carried. Richard Hazley moved and Anthony J. Nania seconded that the meeting the next week would be continued until the business on the agenda is complete. The motion carried.

Lorrie J. Bright continued the remarks about the Consultative Committee for the Revision of Rules and Regulations of the University Senate report. He said there was a question of what proportion of representation was to be accorded to the student government. Also whether the Senate was to be a representative or democratic body. Bright moved and Hugh B. Johnson, Jr. seconded to accept those parts called purpose and composition. Don Chean-Chu asked if there were any open meetings with the Consultative Committee. Ianni said that at the Senate meetings members were urged to communicate with the committee. Bright said no one attended but there was much correspondence. The meetings were not publicized. Chu said there was no public meeting at which views could be made known.

William W. Betts, Jr. said the name of a Senate for this organization is a misnomer. He suggested that the Senate vote against the proposed revision. When the Senate was organized it was composed of only full and associate professors. The next revision was to include all faculty including half-time faculty. The Senate is larger than the U. S. Senate and is possibly as large as Congress. This is what is wrong with the present Senate. First, persons should be getting information on items on the agenda before meetings. For example, at the last meeting Goodrich asked for information about a program in Social Science. It is not feasible for Dr. Lee to take Senate time to explain the entire program. It is proposed to have once a month meetings, including the summer. This could never work out considering the way this body has been operating. At Fisher Auditorium we could not hear the people speaking.

Betts continued that it is proposed to have one student for every ten faculty. He said he was not against student participation but he was against 100% membership of faculty in the body. Why 1 for 10? Bright said this would not be a democracy with a representative organization. Why not 1 for 5, 1 for 3, and 1 for 1? Why not have 100% student representation also. 10,000 students! Where are the graduate students? There are 4,700 of them. Undergraduate students can vote but not graduate students. What about non-professional personnel if this is a democracy? Where are the alumni? The document should be returned to the committee with the mandate that this be a representative body. This present organization is a millipede.

Ianni said he would like to protest the remark that much is not done at these meetings. The Employment Manual was changed and there have been other important changes. William R. Smith moved to divide the first sentence under "Composition" from the balance of that paragraph and the other paragraph. It was seconded by McBride and the motion carried.

Bright said he did not imply that a representative body would not be democratic. He said he did not want words put in his mouth by Dr. Betts. William R. Shane said he is against departmental representation if a reduced body is to be had. The department's "favorite boy" will be elected and mavericks would not have a chance. Representation should be open to all persons. Steven B. Cord said some people have four o'clock classes, some are off campus, and some have graduate classes and they would prefer to have representatives elected. Samuel F. Furgiuele moved, Gary L. Buckwalter seconded to close debate, but the motion was defeated.

Bright said the committee has worked long and hard and to have its work dismissed offhand was not reasonable. He did not find the Senate cumbersome. In a representative body the leaven of everyone's opinion is lost. Robert H. Saylor said many people attend these meetings because of interest in an issue and do not attend for another issue. A representative would be present for all meetings. He endorsed a representative point of view. Betts said anyone could attend the meetings of the Senate whether they were representative or not. They could also attend committee meetings. Robert L. Morris said he was in favor of a smaller Senate. Richard Strawcutter said if the motion is defeated, the matter of hearings would be opened. Daniel Reiber said he thought there should be an opportunity for Senate members to voice their opinions at hearings.

James M. Oliver said there were good reasons why the committee did the revision the way it did: 1. people would not be disenfranchised 2. the matter of having hearings is a hindsight. The committee would like to feel that this is the public hearing for the document. Raymona E. Hull asked why the committee did not think of sending a questionnaire to faculty members. She said she was a member of the original revision committee and it sent out a questionnaire for fear that the document would be refused. Werner J. Fries said he was not a member of the Senate Armed Forces Committee but was still not disenfranchised. He could vote for a Senator.

Steven Cord moved to close debate in view of the time. Robert M. Hermann seconded and the motion carried. A vote was taken to accept or reject the first sentence pertaining to membership. The vote was 55 for accepting and 129 for rejecting. Bright said the rest of the document is dependent upon the first sentence. Raymona Hull said part of her prepared statement was changed by what happened at the meeting:

"In suggesting changes in the set-up of committees this committee on revision has not consulted all faculty members; I speak for more than myself when I point out that many of those who agreed to run for office for next year did so without knowledge of the suggested committee revisions.

"If debate on constitutional revision is prolonged to the point where the agenda of the meeting cannot be completed, there is no time for holding an election nor for rewriting the election proceedings. If no elections are held this spring, all Senate committees will operate next fall without full membership. Since the Senate is an organization functioning on the basis of committee work, the results next fall will be obvious.

"We should have time to give some heed to the recently published recommendations of the National Committee on Student Unrest, a report which was issued on April 25 and which this committee on the constitution did not have a chance to read before their suggested revision was drafted. I have only a condensed report of that National Committee recommendation, but some of the points made thus briefly should be explored more fully. Several of the points are directly related to changes advocated in this proposed constitution. All these issues demand more time and thought than we can now give to them.

"Considering, therefore, this emergency situation, in order that we may conduct an election, I should like to propose the following motion: That the report on the constitutional revision be returned to committee for further work by the committee, which should include a questionnaire to all faculty members for their suggestions and for further consultation with Student Government members. James Payne seconded the motion.

James Oliver asked if the motion precluded discussion of student representation at the next meeting. Ianni said the matter could be brought up next week as new business. Payne said that if the report was sent back to committee, and he felt it should, the Senate members are obligated to send their feelings to the committee. Jerry Eddy moved to close debate and Thomas G. Gault seconded. The motion carried. Irwin M. Marcus said it is past 5:30. Nancy Fricke appealed to the Parliamentarian, Raymond L. Lee, who said it was, according to his Ingersol, 5:29 1/2.

A vote was taken and the motion carried. The meeting was then adjourned.

The meeting was reconvened on Tuesday, May 12, 1970, at 4:00 p.m. in Cogswell Auditorium by Lawrence A. Ianni, Vice Chairman. A quorum was present.

Richard Strawcutter, Chairman, reported for Committee A (Nominating). The floor was opened for additional nominations. William Becker was nominated for the Curriculum Committee, Lorrie Bright for the Student Affairs & Athletics Committee, Martin L. Stapleton for the Faculty Tenure, Etc. Committee, and Merle E. Stillwell for the Faculty Affairs Committee. The nominating committee had removed Martin L. Stapleton from the Faculty Affairs Committee. Allen M. Woods moved and James Laughlin seconded to close nominations. The motion carried.

The list of nominees then read: President's Cabinet--Robert K. Alico, Robert Bernat, Donald M. MacIsaac, Willis J. Richard. Steering Committee--Frank J. Basile, Margaret L. Beck, David T. Borst, Jane S. Mervine. Curriculum Committee--R. Morrison Brown, Alberta R. Dorsey, Herbert E. Isar, Edward D. Shaffer, William R. Becker. Graduate Council--William F. Grayburn, Hugh B. Johnson, Jr., Robert C. Seelhorst, Henry H. Vallowe. Faculty Research--Virginia G. Gerald, Stanford L. Tackett. Student Affairs & Athletics--Wallace R. Croup, William M. Force, John F. Kadlubowski, Doyle R. McBride, Lorrie J. Bright. Nominating Committee--Dennis A. Bartha, Don-Chean Chu, Joseph J. Costa, Raymond D. Gibson, Helen Hovis, Mary E. Ianni, Dominic Intili, David S. Keene, William E. McCavitt, Norman W. Sargent, Walter T. Shea, Bert A. Smith, George L. Spinelli, Alvin J. Stuart. Academic Standards--Joseph S. Angelo, Charles Godlasky, Robert L. King, Rudolph Kraus, Marian A. Murray, Anthony J. Nania, Patricia L. Patterson, Dale M. Shafer, Mildred R. Shank, Robert J. Vislosky. Faculty Tenure, Promotion, & Academic Freedom--Raymona E. Hull, Martin L. Stapleton. University Development--Edwin W. Bailey, Betty C. McCauliff, James E. Payne, Allen M. Woods. Faculty Affairs--William J. Leventry, Lillian G. Martin, Wallace F. Morrell, Ford H. Swigart, Richard F. Waechter, Merle E. Stilwell. Continuing & Nonresident Education--James B. Reilly, Raymond Thomas. The election was then conducted and the underscored names were elected.

Ivo Omrcanin said he would prefer to summarize what is in the report and then pass the complete report for being published in the minutes. He made the summary and the following is the complete report:

"The minutes for the University Senate meeting of November 18, state that Dr. Ianni reported that the guidelines for Part D. PROCEDURES FOR TERMINATION OF SERVICE for those in continuous employment, were entirely in accord with the provision of the AAUP.

"I believe that Part D and other sections of the Manual of Employment are not according to the guidelines of AAUP.

"In a series of statements of 1940, 1958, 1966, and 1968, AAUP has made recommendations for institutional regulations and academic standards with reference to both structures and procedures. It is evident that we do not have adequate structures or procedures.

"Specifically I cite the following:

"STRUCTURES.

"1. Our Senate is not according to the AAUP guidelines which recommends a Faculty Senate and not a University Senate of Faculty and Administration.

"2. Accordingly, AAUP sees Senate Committees as faculty committees with faculty chairmen - no administrator chairmen.

"3. AAUP's 1968 recommendation recognizes the existence as a senate committee, a Grievance Committee, to which a faculty member may appeal when he believes he has cause. Our Senate has no such structure for a faculty member's appeal and there is no other body for such appeal.

"PROCEDURES.

"According to the AAUP, Faculty hires faculty and dismisses faculty. Everything is done at the faculty level.

"The employment of a tenured professor is a sacred right of faculty members, and AAUP makes very specific recommendations for the severing of this employment. Also according to AAUP guidelines, non-tenured faculty have precisely established rights.

"Not only is there a stated time to inform the faculty member of his future status, but there are guidelines for the procedure of terminating employment.

"According to the AAUP guidelines, the responsible committee for making decision regarding the termination of employment is an Ad Hoc Faculty committee composed of only faculty members, not faculty and administrators. According to AAUP guidelines, this committee should be elected by faculty members only, since a faculty member has the right to be judged only by his peers and not to be judged by his accusers as provided in our revised Manual of Employment.

"In the case of a process for dismissal, according to AAUP guidelines, the faculty member not only has the right to eliminate a certain number of the elected as a preemptory right, but he also has the right to eliminate any others by showing cause.

"In conclusion I wish to emphasize that we do not have provision for structures or procedures according to AAUP guidelines."

The chair then moved to new business. The first item was the Academic Calendar which had been omitted. Robert Warren moved and Edward Hauck seconded to accept the calendar appended to the agenda. Thomas Goodrich wanted to know if there was to be a day off early in the semester for the Central Western Conference. Dale Shafer said there would be no day off. Goodrich asked what the last day of classes would be. Ralph Cordier said that item was not included in the calendar because in the past the dates of the final examination period was changed and it was impossible to indicate that day. It was also asked what happened to the day of study before the start of final exams. Cordier said this also was left open. A vote was taken and the motion carried.

Bob Mullock asked whether it was possible to open these meetings to the general public. Hugh B. Johnson, Jr. moved and James C. Wilson seconded to do so. Robert Morris asked the chair to explain to what extent this meeting is closed now. Ianni said that prior to each meeting 40 passes have been given to the Student Government President and he distributes these at his discretion. James Oliver said the building we are in cannot accomodate such an arrangement with regard to seating and voting. John E. Frank suggested staying after the meeting to listen to the students. A group of students was chanting outside the auditorium and Ianni reminded them that their chanting would hardly convince anyone that they should vote. James Oliver said if the Senate does approve permitting spectators, there should be general rules of order. Edwin Bailey said some provision should be made to have student representation from each department.

With regard to the student demonstration outside, William Shane said he opposed tyranny of the left as far as students on the right. He said he would not be coerced and suggested voting against the motion. Robert Bernat said he was going to make a motion for student attendance at meetings but he was ashamed of the spectacle in the doors of the auditorium. He said he was not going to make the motion. Hugh B. Johnson, Jr. said he would like to withdraw his motion and Edward Hauck who had seconded agreed. There then was no motion. The meeting was adjourned.

Respectfully submitted,



John A. Polesky, Secretary

Upon a motion duly seconded and carried by unanimous vote, the actions of the University Senate taken at its meetings held on April 21, April 28, May 5 and May 12, 1970 were approved by the Board of Trustees, with the following exceptions:

Part d - Manual of Procedures and Conditions of Employment of Professional Staff Members at the Indiana University of Pennsylvania: No action was taken in accordance with the recommendation of the Attorney General's Office that such matters await the disposition of the new Board of State College and University Directors.

Part j - In response to these recommendations of the University Senate, the Board of Trustees wishes to inform the University Senate that it has no power to appoint anyone to a voting membership, as this authority is vested in the Governor, subject to confirmation by the Senate of the Commonwealth. However, the Board of Trustees agreed unanimously to appoint the Vice-Chairman of the University Senate to an advisory, non-voting membership on the Board of Trustees until such time as State authority should approve another faculty member in this capacity.