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DATE: May 2, 1977

TO: All Members of the Faculty
 FROM: John N. Durrie, Secretary
 SUBJECT: Final 1976-77 Meeting of University Faculty

The final 1976-77 meeting of the University Faculty will be held Wednesday, May 11, at 3:00 p.m. in the Kiva, and the Committee of Five joins me in urging your attendance.

The agenda will include the following items:

AGENDA

- (pp. 1-2) 1. Approval of summarized minutes of meeting of February 15. (Minutes attached.)
2. Memorial Minute for Professor Emeritus J. Lawton Ellis -- Professor Emeritus Tapy.
3. Memorial Minute for Associate Professor Emeritus J. E. Jackson Harris -- Professor ~~McCill~~. Emeritus *Burley*
4. Recommendation of Semester II candidates for degrees -- the deans of the several schools and colleges.
- (pp. 3-4) 5. Final action concerning proposed procedural change in Faculty Constitution (this change was initially discussed at the February 15 meeting) and ratification of results of mail ballot for AF&TC election -- Mr. Durrie. (Statement attached.)
- (pp. 5-18) 6. Proposed revision of the Academic Freedom and Tenure Policy -- Professor Roebuck for the Academic Freedom and Tenure Committee. (Statement attached.)
- (pp. 19-20) 7. Proposed changes in Sections 8, 21, and 22 of the Academic Freedom and Tenure Policy relative to a Faculty Ethics and Advisory Committee -- Professor Roebuck for the Academic Freedom and Tenure Committee. (Statement attached.)
- (pp. 21-23) 8. Proposal for implementation of academic rank and tenure for the faculty of the Gallup Branch -- Professor Roebuck for the Academic Freedom and Tenure Committee. (Statement attached.)

FACULTY MEETING

May 11, 1977

(Summarized Minutes)

The regular May 11, 1977, meeting of the University Faculty was called to order at 3:07 p.m. in the Kiva, by President Davis, with a quorum present.

The summarized minutes of the meeting of February 15, 1977, were approved as submitted.

President Davis called upon Professors Emeritus Tapy and Burley for the presentation of Memorial Minutes for Professor Emeritus J. Lawton Ellis and Associate Professor Emeritus J. E. Jackson Harris, respectively. These minutes were approved by the Faculty in rising votes, and the Secretary was asked to send copies to the next of kin.

Recommendations of candidates for degrees for Semester II, 1976-77, were presented by the deans on behalf of the several schools and colleges. Several changes having been noted by the deans, the Faculty voted to recommend the candidates to the Regents for the awarding of the respective degrees, subject to the completion of the necessary academic requirements.

As was initially discussed at the February 15 meeting, the following procedural rewording in Article I, Sec. 7(b) of the Faculty Constitution relative to the nomination and election of the Academic Freedom and Tenure Committee was approved by the Faculty:

" Nominations shall be made from the floor at the February meeting of the Faculty. Election shall be by a mail preferential ballot, distributed by the Secretary soon after the nomination meeting, and accompanied by biographical sketches of the nominees, to all members of the Voting Faculty. The term of service"

The Faculty also ratified the following elections in February to the Academic Freedom and Tenure Committee: Regular members (1977-79) -- Professors Auger, Fink, Frieda Gehlen, and Green; alternates (1977-78) -- Professors Daniel, Estes, Ju, Maes, and Stahl.

Professor Roebuck, on behalf of the Academic Freedom and Tenure Committee, moved that the "Proposed Revision of the Policy on Academic Freedom and Tenure," i.e., deletion of the present sections 3 and 4 and of the Tenure Position Plan and the substitution of new sections 3, 4, and 5 as incorporated in the agenda materials, be approved as presented. Both she and Provost Travelstead explained at some length the substance of the revisions and noted the inadequacies and ambiguity of the statement presently in the Faculty Handbook. It was pointed out that the revision has taken the better

FACULTY MEETING
May 11, 1977

part of two years. During discussion on the motion, it was pointed out by Dean Wollman, Provost Travelstead, and President Davis that at several points the revision needs further clarification and editorial work, and it was agreed that specific suggestions in this regard would be communicated to Professor Roebuck so that they might be incorporated in the final version to be presented to the Regents on June 13. After an amendment by Professor Wessling was defeated, the Faculty approved the revised policy subject to the clarification and editorial work noted above. The Faculty's appreciation was extended to Professor Roebuck for her personal efforts relative to the revision.

Professor Roebuck also presented a proposed revision of Sections 8, 21, and 22 of the Academic Freedom and Tenure Policy, a change having been necessitated by the abolishment of the Policy Committee and consequently of the Faculty Advisory Committee which comprised the at-large members of the Policy Committee. Professors Roebuck and Gehlen explained that a new Faculty Ethics and Advisory Committee had recently been approved by the Senate and that this group would replace the former Faculty Advisory Committee and that it would also be called upon in the event of charges of unethical behavior. Professor Roebuck said that the proposed revision, as presented in the agenda materials, had been approved by the Academic Freedom and Tenure Committee, and Professor Gehlen noted the approval of the Senate also, though with the following change in the first paragraph of Section 8: "(a) When a question arises concerning the termination of the service of a faculty member who has tenure, or failure to renew a term contract, or when any faculty member . . ." Professor Gehlen thereupon moved approval of the proposed revision with the change indicated above. The motion was seconded and, after considerable discussion, was approved.

A proposal for the implementation of academic rank and tenure for the faculty of the Gallup Branch was presented to the Faculty by Professor Roebuck who moved its approval after indicating several editorial changes. The proposal, she said, was made by the faculty of the Gallup Branch and carries the endorsement of the Academic Freedom and Tenure Committee. Discussion concerning the motion clarified the fact that the proposed statement is intended to supplement rather than replace the "Policy Statement on Academic Freedom and Tenure at the University of New Mexico's Gallup and Northern Branches" on Page 42D of the Faculty Handbook. Thereupon, the Faculty approved the proposal as amended by the editorial changes noted above.

In brief concluding remarks, President Davis expressed appreciation to Janet Roebuck, chairperson of the Academic Freedom and Tenure Committee; to Peter Prouse, the first president of the Faculty Senate; to Clinton Adams, Associate Provost/Dean of Faculties; to Karen Glaser, acting Vice President for Student Affairs; and to Provost Chester Travelstead, who will be retiring at the close of the current academic year.

The meeting adjourned at 4:30 p.m.

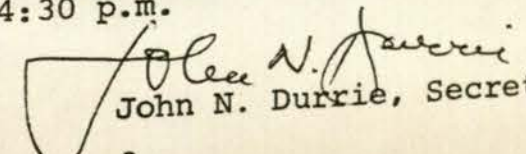
part of two years. During discussion on the motion, it was pointed out by Dean Wollman, Provost Travelstead, and President Davis that at several points the revision needs further clarification and editorial work, and it was agreed that specific suggestions in this regard would be communicated to Professor Roebuck so that they might be incorporated in the final version to be presented to the Regents on June 13. After an amendment by Professor Wessling was defeated, the Faculty approved the revised policy subject to the clarification and editorial work noted above. The Faculty's appreciation was extended to Professor Roebuck for her personal efforts relative to the revision.

Professor Roebuck also presented a proposed revision of Sections 8, 21, and 22 of the Academic Freedom and Tenure Policy, a change having been necessitated by the abolishment of the Policy Committee and consequently of the Faculty Advisory Committee which comprised the at-large members of the Policy Committee. Professors Roebuck and Gehlen explained that a new Faculty Ethics and Advisory Committee had recently been approved by the Senate and that this group would replace the former Faculty Advisory Committee and that it would also be called upon in the event of charges of unethical behavior. Professor Roebuck said that the proposed revision, as presented in the agenda materials, had been approved by the Academic Freedom and Tenure Committee, and Professor Gehlen noted the approval of the Senate also, though with the following change in the first paragraph of Section 8: "(a) When a question arises concerning the termination of the service of a faculty member who has tenure, or failure to renew a term contract, or when any faculty member . . ." Professor Gehlen thereupon moved approval of the proposed revision with the change indicated above. The motion was seconded and, after considerable discussion, was approved.

A proposal for the implementation of academic rank and tenure for the faculty of the Gallup Branch was presented to the Faculty by Professor Roebuck who moved its approval after indicating several editorial changes. The proposal, she said, was made by the faculty of the Gallup Branch and carries the endorsement of the Academic Freedom and Tenure Committee. Discussion concerning the motion clarified the fact that the proposed statement is intended to supplement rather than replace the "Policy Statement on Academic Freedom and Tenure at the University of New Mexico's Gallup and Northern Branches" on Page 42D of the Faculty Handbook. Thereupon, the Faculty approved the proposal as amended by the editorial changes noted above.

In brief concluding remarks, President Davis expressed appreciation to Janet Roebuck, chairperson of the Academic Freedom and Tenure Committee; to Peter Prouse, the first president of the Faculty Senate; to Clinton Adams, Associate Provost/Dean of Faculties; to Karen Glaser, acting Vice President for Student Affairs; and to Provost Chester Travelstead, who will be retiring at the close of the current academic year.

The meeting adjourned at 4:30 p.m.


John N. Durrie, Secretary

part of two years. During discussion on the motion, it was pointed out by Dean Williams, Provost Travelstead, and President Davis that at several points the revised needs further clarification and editorial work, and it was agreed that specific suggestions in this regard would be communicated to Professor Rodback so that they might be incorporated in the final version to be presented to the Senate on June 13. After an amendment by Professor Weisling was rejected, the faculty approved the revised policy subject to the clarification and editorial work noted above. The faculty's appreciation was extended to Professor Rodback for her personal efforts relative to the revision.

Professor Rodback also presented a proposed revision of Section 8.11, and 12 of the Academic Freedom and Tenure Policy, a change which was recommended by the appointment of the Policy Committee and consequently of the Faculty Advisory Committee which comprised the at-large members of the Policy Committee. Professor Rodback explained that a new Faculty Ethics and Advisory Committee had recently been approved by the Senate and that the draft would replace the former Faculty Advisory Committee and that it would also be called upon in the event of changes of individual advisors. Professor Rodback said that the proposed revision presented in the Senate materials, and Professor Rodback stated that the removal of the Senate Committee, and Professor Rodback stated that the removal of the Senate also, though with the following changes in the first paragraph of Section 8: "(a) When a question arises concerning the termination of the service of a faculty member who is tenured, or failure to renew a term contract, or other non-faculty member, the Faculty Ethics and Advisory Committee shall be called upon to advise the Senate on the proposed revision with the change indicated above. The action was recorded and, after considerable discussion, was approved.

A proposal for the implementation of academic rank and tenure for the faculty of the Dallas Branch was presented to the faculty by Professor Rodback who moved for approval after indicating several editorial changes. The proposal, as revised, was made by the faculty of the Dallas Branch and carries the endorsement of the Academic Freedom and Tenure Committee. Discussion concerning the proposal outlined the fact that the proposed statement is intended to supplement rather than replace the Policy Statement on Academic Freedom and Tenure at the University of New Mexico's Dallas and Houston campuses on page 44D of the Faculty Handbook. Thereupon, the faculty approved the proposal as amended by the editorial changes noted above.

In brief concluding remarks, President Davis expressed appreciation to Professor Rodback, chairperson of the Academic Freedom and Tenure Committee, to Peter Brown, the first president of the faculty, and to Clinton Adams, Associate Provost/Dean of Faculty, and to Adam Glass, acting vice president for student affairs, and to Provost Travelstead, who will be retiring at the close of the current academic year.

The meeting adjourned at 4:30 p.m.

THE UNIVERSITY OF NEW MEXICO

FACULTY MEETING

May 11, 1977

The May 11, 1977, meeting of the University Faculty convened in the Kiva at 3:07 p.m., and was called to order by President Davis, with a quorum present.

PRESIDENT DAVIS The meeting will come to order.

This is now the regular meeting of the faculty, the final meeting scheduled for three p.m.

First item is the approval of the summarized minutes of February 15th.

APPROVAL OF SUMMARIZED MINUTES OF FEBRUARY 15 MEETING

PROFESSOR DRUMMOND Move they be approved.

DAVIS Been moved the minutes be approved. Second?

(Several seconds.)

DAVIS All in favor, say "aye".

Minutes are approved.

I would like now to introduce Professor Emeritus Tapy, for a memorial minute for Professor Emeritus J. Lawton Ellis. Doctor Tapy.

MEMORIAL MINUTE FOR PROFESSOR J.L. ELLI

PROFESSOR TAPY J. Lawton Ellis, Professor Emeritus of Electrical Engineering, died March 15th, 1977, at the age of eighty-three. He was born in Barnwell, South Carolina. He served his country faithfully and well in the military, in industry, and in education through his chosen profession.

In preparation for his long and varied career, he was educated at Furman Preparatory School and received Bachelor of Science and Master of Science degrees in electrical engineering from Georgia Institute of Technology. In addition, he held a diploma in higher accounting from Eastman Business College.

Lawton began his professional career as an engineer

THE UNIVERSITY OF NEW MEXICO

FACULTY MEETING

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This is now the regular meeting of the faculty, the last meeting scheduled for three p.m.

First item is the approval of the summarized minutes of February 15th.

APPROVAL OF SUMMARIZED MINUTES OF FEBRUARY 15 MEETING

PROFESSOR DRUMMOND None they be approved.

DAVIS Been moved the minutes be approved. seconds?

(Several seconds.)

DAVIS All in favor, say "aye".

Minutes are approved.

I would like now to introduce Professor Taby for memorial minute for Professor Lawrence J. Lawton.

MEMORIAL MINUTE FOR PROFESSOR J. L. LAWTON

PROFESSOR TABY J. Lawton Ellis, Professor Emeritus of Electrical Engineering, died March 15th, 1977, at the age of eighty-three. He was born in Barnwell, South Carolina. He served his country faithfully and well in the military, in industry, and in education through his chosen profession.

In preparation for his long and varied career, he was educated at Furman Preparatory School and received Bachelor of Science and Master of Science degrees in electrical engineering from Georgia Institute of Technology. In addition, he held a diploma in higher accounting from Southern Business College.

Lawton began his professional career as an engineer

with the General Electric Company at Schenectady, New York, and served the company in Fort Wayne, Philadelphia, Chicago, Detroit, and again in Schenectady. Later he served with industry at Mare Island Navy Yard and Treasure Island, California, and the Bureau of Ships in Washington, D.C. He was a research engineer with Boeing Airplane Company in Wichita, Kansas, and also in Seattle, Washington.

Interspersed with his industrial and academic careers was his varied Naval experience in World War I and World War II. In the latter he was fitting out and damage control officer with carrier qualification with the Pacific Fleet. He was also an expert in the fields of industrial mobilization and radiological defense. His active duty won him two battle stars and the rank of lieutenant commander.

Professor Ellis began his teaching career at the University of Wisconsin. Next, he returned to his alma mater, Georgia Tech, where he taught for twenty years. From there, he was called to the U.S. Naval Academy for seven years, taught at Northwestern University, and then came to the University of New Mexico in 1947, where he remained in the electrical engineering department until his retirement in 1959.

MEMORIAL MINUTE FOR PROFESSOR LAWTON J. L. LAWTON

He was a valued and competent member of many college and university committees. His wide and varied experience made him a natural choice for sectional and national committees. He held offices in the American Institute of Electrical Engineers, the American Society for Engineering Education, and the A.A.U.P. He was a member of Kappa Eta Kappa (honorary in electrical engineering), Sigma Tau (honorary in engineering), and a registered engineer in New Mexico.

Perhaps the breadth and depth of his experience is best illustrated in the survey of steam, geothermal, hydro and nuclear power plants of western Europe made while on a sabbatical leave.

Above all else, Lawton was first and foremost a great teacher and a warm personal friend. The high level of performance demanded of his students was eased and enriched by the illustrations drawn from his varied experience. He loved his work, but even more than this, he loved his students and showed his care and concern for their personal and professional progress through a

with the General Electric Company at Schenectady, New York, and served the company in Fort Wayne, Philadelphia, Chicago, Detroit, and again in Schenectady. Later he served with industry at Mare Island Navy Yard and Ternaux Island, California, and the Bureau of Ships in Washington, D.C. He was a research engineer with Boeing Airplane Company in Wichita, Kansas, and also in Seattle, Washington.

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Professor Ellis began his teaching career at the University of Wisconsin. Next, he returned to his alma mater, Georgia Tech, where he taught for twenty years. From there, he was called to the U.S. Naval Academy for seven years, taught at Northwestern University, and then came to the University of New Mexico in 1947, where he remained in the electrical engineering department until his retirement in 1959.

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Above all else, Larson was first and foremost a great teacher and a warm personal friend. The high level of performance demanded of his students was exact and justified by the instructions drawn from his varied experience. He loved his work, but even more than this, he loved his students and showed his care and concern for their personal and professional progress through a

difficult and demanding discipline.

His students and many personal friends have suffered a great loss. He was a truly great man. We who knew him best and loved him most are the poorer for his passing.

DAVIS Thank you, Doctor Tapy.

Those in favor of the motion to approve this memorial please indicate by a standing vote.

(The body stood in a rising vote.)

DAVIS Thank you.

The Memorial resolution will be published in the minutes and will be distributed to members of the family.

Chair would like to now call upon a memorial minute for Associate Professor Emeritus J. E. Jackson Harris, and I would like to introduce Professor Burley.

PROFESSOR BURLEY Mr. Chairman, faculty:

MEMORIAL MINUTE FOR ASSOCIATE PROFESSOR EMERITUS J.E.J. HARRIS

Professor Emeritus J. E. Jackson Harris, former director of the University Health Service and Associate Professor in the Department of Health, Physical Education, and Recreation, died on March 23rd, 1977.

Doctor Harris was born in Knoxville, Tennessee, in 1893. He received his medical degree from Yale University School of Medicine in 1912. His dissertation was on the treatment of tuberculosis. Professionally, he served as assistant superintendent of the Ohio Sanatorium before coming to Albuquerque for his health in 1917. During World War II he was appointed as a surgeon in the United States Public Health Service. He was assigned to the Coast Guard and Marines from 1940-1944.

In 1945, Doctor Harris became the university physician, and in 1946, was appointed associate professor of Health and Physical Education, as well as director of University Health Services. He also served as athletic team physician -- a service that gave him great satisfaction. He retired in June, 1960.

Continuing his practice of medicine after retirement

from the University, Doctor Harris accumulated fifty-nine years of service to the Community of Albuquerque.

He was a fellow in the American College of Physicians, the American College of Chest Physicians, and the American Medical Association. He served as president of the Bernalillo County Medical Association, the New Mexico Medical Society, and the New Mexico Tuberculosis Association, was a former chief of staff of Presbyterian Hospital, and a board member of Los Lunas Mental Hospital.

His educational affiliations were with A.A.U.P., N.E.A., N.M.E.A., and Phi Kappa Phi.

This is a brief resume of the credential of a humanitarian, a medical practitioner, a beloved professor, and a community leader.

Mr. Chairman, I move that the faculty accept this memorial minute, and that a copy be sent to Mrs. Harris.

DAVIS Would you please indicate your approval of the memorial minute by a rising vote?

(The body stood in a rising vote.)

DAVIS Next item on the agenda is recommendation of semester two candidates for degrees. I will call upon the deans of the several schools and colleges to report any changes.

CANDIDATES FOR DEGREES, SEMESTER II, 1976-77

Dean Hoppenfeld, architecture and planning.

DEAN HOPPENFELD The list is correct.

DAVIS List is correct.

Dean Wollman, arts and sciences.

DEAN WOLLMAN I have a number of corrections.

On page one, delete David Douglas Belling. On page two, delete John Robert Elias. On page four, add the name of Charles Allen Nims, N-i-m-s-k. On page five, delete David Thomas ~~Zemack~~ and Larry Lee Stevenson.

Also, four names have to be added, received their

Continuing his practice of medicine after retirement...
retired in June, 1960.
...a service that gave him great satisfaction.
...also served as clinical
...well as Director of
...and Physical Education, as well as Director of
...was appointed associate professor
...In 1945, Doctor Harris became the university
...and Marjorie from 1940-1944.
...He was assigned to the Coast
...in the United
...during
...for his health in 1917. During
...before
...he served as
...Professionally, he served as
...His dissertation was on the
...School of Medicine in 1912. His dissertation was on the
...1897. He received his medical degree from Yale University.
...in Knoxville, Tennessee, in
...Doctor Harris was born in Knoxville, Tennessee, in
...and Restoration, died on March 23rd, 1977.
...Professor in the Department of Health, Physical Education,
...Director of the University Health Service and Associate
...Professor Emeritus J. E. Jackson Harris, former
...PROFESSOR EMERITUS, Faculty:
...MR. Chairman, Faculty:
...I would like to introduce Professor Burley.
...for Associate Professor Emeritus J. E. Jackson Harris, and
...Chair would like to now call upon a memorial minute
...minutes and will be distributed to members of the family.
...Memorial resolution will be published in the
...Thank you.
...The body stood in a rising vote.)
...please indicate by a standing vote.
...those in favor of the motion to approve this memorial
...Thank you, Doctor Tapp.
...his students and many personal friends have suffered
...a great loss. He was a truly great man. We who knew him
...lost and loved him most are the poorer for his passing.

MEMORIAL MINUTE
FOR ASSOCIATE
PROFESSOR EMERITUS
J. E. J. HARRIS

from the University, Doctor Harris accumulated fifty-five years of service to the Community of Alameda.

He was a fellow in the American College of Physicians, the American College of Chest Physicians, and the American Medical Association. He served as president of the Bernillo County Medical Association, the New Mexico Medical Society, and the New Mexico Tuberculosis Association, was a former chief of staff of Presbyterian Hospital, and a board member of Los Lunas Mental Hospital.

His educational affiliations were with A.A.U.P., M.A., M.M.R.A., and Phi Kappa Phi.

This is a brief resume of the credentials of a humanist, a medical practitioner, a beloved professor, and a community leader.

Mr. Chairman, I move that the faculty accept this memorial minute, and that a copy be sent to Mrs. Harris.

DAVIS Would you please indicate your approval of the memorial minute by a rising vote?

(The body stood in a rising vote.)

DAVIS Next item on the agenda is recommendation of assistant two candidates for degrees. I will call upon the deans of the several schools and colleges to report any changes.

Dean Hoppenfeld, architecture and planning.

DAVIS Hoppenfeld, the list is correct.

DAVIS List is correct.

Dean Wolfman, arts and sciences.

DAVIS Wolfman, I have a number of corrections.

On page one, delete David Douglas Bellini. On page two, delete John Robert Bliss. On page four, add the name of Charles Allen Niman, M.A., M.S. On page five, delete David Thomas Niman and Larry Lee Stevenson.

Also, four names have to be added, reserved chair

CANDIDATE FOR DEGREE, 1977-78

degrees retroactively to December of '76: Louie Andrew During; John L. Rucker; Albert T. Sandoval; and Mark Allen Plept, P-l-e-p-t.

DAVIS Dean Rehder, business and administrative science.

DEAN REHDER List is correct.

DAVIS Dean Rinaldi, education.

DEAN RINALDI List is correct as submitted.

DAVIS Dean Gross, engineering.

Anyone reporting for engineering? Too bad about that.

PROFESSOR MORRISON Mr. Chairman, the list from engineering is correct.

DAVIS Fine arts, Dean McRae.

DEAN MC RAE The list is correct.

DAVIS Graduate school, Dean Spolsky.

DEAN SPOLSKY List is correct.

DAVIS Law school, Dean Hart.

PROFESSOR UTTON List is correct.

DAVIS Medicine, Dean Napolitano.

DEAN NAPOLITANO List is correct.

DAVIS Nursing, Marion Fleck.

DEAN FLECK There is one addition on page twenty-six, the name of Charles Edwin Struck, S-t-r-u-c-k.

DAVIS Pharmacy, Dean Bliss.

DEAN BLISS List is correct.

DAVIS University College, Dean Huber.

PROCEDURAL AMENDMENT TO FACULTY CONSTITUTION RE ELECTION OF APAC

REVISION OF ACADEMIC FREEDOM AND TENURE POLICY

degrees retroactively to December of '76; Louis Andrew
Quind; John L. Rucker; Albert T. Sandovall; and Mark Allen
Hieft, P-1-a-p-1.

DAVIS Dean Rabder, business and administrative
reference.

DEAN KENDEN List is correct.

DAVIS Dean Rainald, education.

DEAN RINALDI List is correct as submitted.

DAVIS Dean Gross, engineering.

Anyone reporting for engineering? Top had about
that.

PROFESSOR MORRISON Mr. Chairman, the list from
engineering is correct.

DAVIS Fine arts, Dean McGee.

DEAN MC RAE The list is correct.

DAVIS Graduate school, Dean Spolsky.

DEAN SPOLSKY List is correct.

DAVIS Law school, Dean Hart.

PROFESSOR TUTON List is correct.

DAVIS Medicine, Dean Napolitano.

DEAN NAPOLITANO List is correct.

DAVIS Nursing, Marion Fleck.

DEAN FLECK There is one addition on page twenty-
six, the name of Charles Edwin Struck, S-R-U-C-K.

DAVIS Pharmacy, Dean Bliss.

DEAN BLISS List is correct.

DAVIS University College, Dean Huber.

DEAN HUBER On page thirty-nine, please delete
the name of Charles M. Epperson.

DAVIS Do I have a motion to approve the list of
candidates for degrees?

DRUMMOND So moved.

DAVIS Moved and seconded that we approve the list
of candidates for degrees as submitted by the deans.

All in favor, "aye"; opposed, "no".

The motion carries.

Item five, final action concerning proposed
procedural change in Faculty Constitution. This change
was initially discussed at the February 15th meeting, and
ratification of results of mail ballot for A.F.&T.C.
election, and I am to call on Mr. Durrie. Are you going
to ~~carry that form~~ take care of this, Anne?

PROCEDURAL AMENDMEN
TO FACULTY
CONSTITUTION
RE ELECTION OF
AF&TC

Ms. BROWN
~~SECRETARY~~ or I guess I can't make a motion. Janet,
could you make a motion? I am not a faculty member.

PROFESSOR ROEBUCK I move that the faculty adopt
the process outlined in the minutes -- in the agenda and
ratify the elections.

FACULTY MEMBER Seconded.

DAVIS Moved and seconded that the faculty adopt
the changes in the constitution as outlined on pages
three and four of the agenda, and approved by the election.

Is there any discussion?

All in favor, signify by saying "aye"; opposed.

Motion is carried.

Item number six is the proposed revision of the
Academic Freedom and Tenure Policy, Professor Roebuck for
the Academic Freedom and Tenure Committee.

REVISION OF ACADEM
FREEDOM AND TENURE
POLICY

Professor Roebuck.

DEAN HUBER On page thirty-nine, please delete the name of Charles M. Spurgeon.

DAVIS Do I have a motion to approve the list of candidates for deans?

DRUMMOND So moved.

DAVIS Moved and seconded that we approve the list of candidates for deans as submitted by the deans.

All in favor, "aye"; opposed, "no".

The motion carries.

Item five, final action concerning proposed procedural change in Faculty Constitution. This change was initially discussed at the February 18th meeting, and ratification of results of mail ballot for A.R.T.C. election, and I am to call on Mr. Davis. Are you going to make a motion?

I guess I can't make a motion. Janet, could you make a motion? I am not a faculty member.

PROFESSOR ROEBUCK I move that the faculty adopt the process outlined in the minutes -- in the agenda and carry the elections.

FACULTY MEMBER Seconded.

DAVIS Moved and seconded that the faculty adopt the changes in the constitution as outlined on pages three and four of the agenda, and approved by the election.

Is there any discussion?
All in favor, strictly by saying "aye"; opposed.

Motion is carried.

Item number six is the proposed revision of the Academic Freedom and Tenure Policy, Professor Roebuck for the Academic Freedom and Tenure Committee.

Professor Roebuck.

PROCEDURAL AMENDMENT TO FACULTY CONSTITUTION RE ELECTION OF DEANS

REVISION OF ACADEMIC FREEDOM AND TENURE POLICY

ROEBUCK I move that the document entitled, "Proposed Revision of the Policy of Academic Freedom and Tenure," presented in the agenda, be approved as presented.

(Several seconds.)

DAVIS Moved and seconded. The floor is open for discussion.

Doctor Roebuck.

ROEBUCK It's been a while since we talked about tenure, at least as a group since we talked about tenure. So I thought first of all, I would do a little review of the background.

The sections that we currently have in the Faculty Handbook regarding review and tenure for faculty members were well enough when people were awarded tenure if they fitted in, if they weren't actually offensive or actually incompetent.

As the number of growth in the faculty fell off, these procedures in the Faculty Handbook became more and more inadequate. They were so vague they did not encourage precise evaluation or provide precise procedures. Under those procedures currently in the Handbook, it was entirely possible for good people to be denied tenure, while lesser people got tenure.

People were informed of the requirements of tenure, but vaguely informed, and so were pleasantly surprised at the time of their tenure decision. People were told they were doing well by their departments, but the college requirements were higher when it came time for the tenure. And to enter into this already confusing situation, the Tenure ^{Position Plan} ~~Provision~~ appeared, and also with it appeared the term contract, and with that came all the more confusion.

The ^{Position} Tenure Plan was, is, only a sketch. It was a temporary expedient to deal with an immediate problem. There are few precise rules in it to deal with anything; the evaluation procedures that it provides for is worse than the tenure policy, and the people under ^{term} contracts are more insecure than people on probationary status. So what we have now in the Handbook is so inadequate, so -- so contradictory, so full of holes, that translated into

practice it amounts to no policy at all.

A.F.&T.C. and the Provost's office spent much of the last two years, certainly most of their work this year, working out what we might call "executive orders" to fill in the holes and deal with immediate problems. These executive orders, in the main, are reasonable enough, but they do not have the authority or the widespread area of the Faculty Handbook. They are not part of any coherent general structure.

In other words, what we have been trying to do is fill in the holes to stop the water flooding into the Titanic with a bunch of bandaids. This is at least an attempt to respond -- unless the bandaids give away and the ship will sink, and I don't think any of us wants to see the ship sink.

So A.F.&T.C. has developed a revision of the term "review". Those procedures under the circumstances, particularly occurring with the old procedures, wouldn't work. What was needed, the Committee felt, was a complete revision, and this is what we suggest.

As this is late in the semester, and as few of you have probably done your homework of reading the rather lengthy document, I thought I might try to pick out some of the main elements in the plan.

One of the first objectives was to get rid of the old system, which the period of the probationary period appeared to be much longer than it was, especially to the uninformed. ~~I have the newer faculty~~ Under this plan, the tenure decision will be made in the last year of the stated probationary period, not some time preceding the last year of the stated probationary period.

People who were awarded tenure will have it immediately on the conclusion of their last probationary year. Those who are not awarded tenure will get a one-year terminal contract.

This, I think, is much less confusing for everyone, especially for the junior faculty members who were obviously most affected by this policy.

Also, for those of you concerned about such things, it

ROEBUCK I note that the document entitled, "Proposed Revision of the Policy of Academic Freedom and Tenure," presented in the agenda, be approved as presented. (Several records.)

DAVIS Moved and seconded. The floor is open for discussion.

ROEBUCK It's been a while since we talked about tenure, at least as a group since we talked about tenure. So I thought first of all, I would do a little review of the background.

The sections that we currently have in the Faculty Handbook regarding review and tenure for faculty members were well thought out when people were awarded tenure if they did it. It's actually offensive or actually inappropriate.

As the number of growth in the Faculty Roll off, these procedures in the Faculty Handbook became more and more inadequate. They were so vague they did not encourage precise evaluation or provide precise procedures. Under these procedures currently in the handbook, it was entirely possible for good people to be denied tenure, while lesser people got tenure.

People were informed of the requirements of tenure, but vaguely informed, and someone pleasantly surprised at the time of their tenure decision. People were told they were doing well by their departments, but the college requirements were higher when it came time for the tenure. And to enter into this already confusing situation, the term "probationary" appeared, and also with it appeared the term "terminal," and with that came all the more confusion.

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One of the first objectives was to get rid of the old system, which the passage of the probationary period appeared to be much longer than it was, especially to the probationers. A revision of the probationary period was decided. The tenure decision will be made in the last year of the probationary period, not some time preceding the last year of the stated probationary period.

People who were awarded tenure will have it immediately on the conclusion of their last probationary year. Those who are not awarded tenure will get a one-year terminal contract.

This, I think, is much less confusing for everyone, especially for the junior faculty members who were obviously most affected by this policy.

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conforms to the letter and the spirit, I think, of A.A.U.P. regulations on this issue.

The second point is to deal with the term contract, or term appointment. It is possible to bring in junior faculty on probationary contracts, still, but the assumption is that we have made, and in planning this new policy, the assumption is made on the basis of the tenure plan approved by this faculty in 1974, that the formal admission contract for the junior faculty member will be a term of appointment.

The new plan provides for a full evaluation of first-term appointment people in their third year, as well as providing for an annual review for those people. This third-year review also allows consideration of the University in flexibility, which was also concerned with the inflexible tenure plan, if the performance is good and we want to keep a term person, but we cannot because of the University's needs and flexibility, then, the term person gets a one-year notice contract following the expiration of the first term contract.

If we do keep them, we issue them a second three-year term appointment; they become faculty members in probationary status. The third review retroactively becomes a review, and the tenure review must be made in the third year of the second term appointment.

This proposal, therefore, has the effect of conforming to the effect of the tenure plan, while fitting people on term appointments into a coherent structure on appointment review and tenure.

The third element concerns review. This is an area which A.F.&T.C. has been very much, shall we say "bothered" by in recent months, if not years. Days when a person could achieve tenure by conforming to the department's requirements are clearly now over. Even in the days when they weren't open, many people ran into difficulties because departmental requirements were never made clear to them.

Now, however, deans and associate professors and provost obviously play an important role in setting the requirements for tenure, and those requirements as well as those of the department should clearly be communicated to

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Now, however, deans and associate deans and provost obviously play an important role in setting the requirements for tenure, and those requirements as well as those of the department should clearly be communicated to

the individual faculty member midway through the period in which tenure might be achieved, while there is still time for that faculty member to comply with the rules, if that faculty member can comply with the rules. Such a system of communication in written form is provided for in this plan. DAVIS Thank you.

In general, the new plan, while more lenient, is more precise and more in accord with reality than the old one. It leaves the primary duty of evaluation with the academic departments, where that primary duty probably belongs. It provides, however, also, a stated role for higher levels of administration, and requires that they communicate with the faculty members and with the departments involved. -- which is much more fair to the junior faculty involved in it, most affected by it.

It requires, in essence, that they be told what the rules of the game are, by all the people who will be officiating in the game come tenure time. In all too many cases, this has not been so under the present or the old policy.

This revision is not one that comes to you lightly from A.F.&T.C. The Committee has been working on it in detail for almost two years, been fighting from experience, especially experience with the term appointments, as it went along. This is A.F.&T.C.'s policy, and originates from the Committee. It was developed by the Committee. It is unanimously approved by the Committee.

However, the Committee realizes that to make it work in practice, any such policy is also to meet with the approval of higher administration. For one thing, let us not forget that even if we approve it, the Regents still have to approve it. And so the Committee worked with the provost's office in the final stages. Some of the elements of this plan were incorporated in the so-called "executive orders" that I mentioned earlier.

The Committee urges that you approve its plan, because it believes it to be in the best interests of the Faculty and of the University.

The provost, I am sure, can recite this plan almost as well as I can, and I am sure he will be pleased to give you his impression of it from an other-than-faculty angle,

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Thank you.

DAVIS Thank you.

Discussion. Chester.

VICE-PRESIDENT TRAVELSTEAD Mr. President, members of the Faculty, it is true that I worked with Professor Roebuck and directly with the Committee over the last year, and I would like to make a few observations about what is being proposed.

I will not repeat what Miss Roebuck has already said about the present situation: it is impossible, it is unworkable, and must be changed.

We could spend an hour telling you why, but I am sure most of you know some of the reasons why, and, therefore, a change must come about.

One important thing that she has referred to is that the old policy, the one that has been in it, had been for some time, is different from or at least is separate from the tenure position plan.

You will recall, those of you that were here when that plan was passed, it was put in as a separate document because it could not be melded in with the original one, and Mr. Durrie and I, in order to give it some sense of clarity or jurisdiction -- and I don't think the Faculty ever passed this, but I think it represents the spirit of the Faculty, since the tenure position plan was passed after the original tenure policy -- that where they were in conflict the tenure position plan would hold over the original.

So the second reason, in addition to ambiguity, parts of the present -- both of those are now subject to various interpretation, even conflicting interpretations.

One of the main points I want to make was that the tenure position plan must, indeed, be melded into a coherent policy. And I think this proposal does, indeed, try to do that. I think I would like to observe that the

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Academic Freedom and Tenure Committee, over the last two years on this point has recognized a need, has worked seriously and diligently toward a correction of it, and I think most all of it is quite constructive and is a great improvement.

And wherever the administration and faculty committee like that can work together like that as has been the case during the last year, exchanging views and modifications both ways during that time, I think that's important, because the faculty does not exist separate from the administration, or even from the Regents. As a thing like this is developed, I think it's important that we go hand-in-hand.

Academic freedom and tenure policy at any institution is a very delicate matter. I won't belabor that point, except it's struggled over and argued over in institutions across this country, and one might simplify the issue by saying that the essence of it is how much will faculty rights and privileges on the one hand, be balanced with the need for administration and Regents, so as to manage -- as the constitution says -- manage and administer the institution.

I don't need to tell you, also, that those two positions are quite often in conflict, and where we can get a balance, that's the only way it will operate. It can never operate as a total faculty document. It can never operate in my opinion as a Regent document, separately.

So I would also be struggling, and I think the Committee has struggled for the balance of a year, foreseeing what the points along that continuum that is operable, that recognizes the faculty rights, but also at the same time recognizes the president and Regents to exercise their responsibility, which I hope is not in conflict with the faculty. And I think this proposal gets a reasonable balance, some specific improvements, it seems to me in addition to what Miss Roebuck already mentioned, there are a number of them.

One that occurs to me, that the present policy says if you miss a deadline on notice, the person shall have tenure, period. That's a ridiculous thing for a university, because it really doesn't solve anything if you have a

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One that occurs to me, that the present policy says if you give a deadline on notice, the person shall have a reasonable period. That's a ridiculous thing for a university, because it really doesn't solve anything if you have a

person who is not well qualified and who is not performing well, to say that just because of a technicality of missing of notifying them on May 16th, rather than May 15th, they shall have tenure at this institution.

The proposal does not say that. It says on such a notice date, if it is not met through for whatever reason, the person shall have an extra year, which is a lot different from tenure.

I think the whole procedure from midpoint is considerably improved. I won't belabor that and go into detail about some cases we have had, it doesn't make any difference, but it is not fair to the faculty members, it is not fair to the departments, it is not fair even to a college, if at the midpoint of a faculty evaluation there is not an opportunity for input, for feedback from persons in the central administration who eventually will have some role in that.

The present policy does not allow for that. This one does. It does not say, however, that that will be the final document that says that it will not be completed. I believe it says, Miss Roebuck, it will not be completed until these various levels, these various officers have had a chance to look at it and let the department and the faculty member know what shortcomings that they see at that time.

It does give the faculty member, then, a chance to correct and improve, once he sees, as she says, I guess the various officials of the ballgame, how they view the rules. And this has not been the case under the present policy.

It does not say, however, that if that midterm is positive and favorable, that that would necessarily be -- lead toward tenure, or presumption of tenure, because it was a four-year period or six-year period, obviously many things can happen in the last half of that period. But it does give them a chance at that point to get some feedback, which they do not get now.

I think the point on notice of dates, I have already talked about that.

Midterm review, I would say finally this is not a

perfect document -- it's got some wording there, Janet, I have even realized since the last time we talked about it, that must be changed.

ROEBUCK Me, too.

TRAVELSTEAD It has some phrases that are still ambiguous, and some terms that are not properly defined. For example, "soft money," that's not a very legal term, but we all know what it means. As a matter of fact, "soft money" and "hard money" are becoming so confused now, I am not really sure which is which, because even money from the legislature is not "hard money" any more, and sometimes the "soft money" from the federal government is harder than the "hard money" from the state. So, anyway, terms like that.

I think there are some other points in there that need to be modified. I am arguing, though, for the principals and the general substance of this proposal, and I think it's a time when the faculty and administration ought to join hands and recognize that we must take a step like this, but at the same time recognize that before it's even presented to the Regents, there should be some more editorial changes, and even some minor points I haven't touched on.

I speak in favor of the proposal and I commend that committee for the work it has done.

DAVIS Who wants to argue with Chester at his last Faculty Meeting?

PROFESSOR HAMILTON We all do.

DAVIS Further discussion? Nat.

WOLLMAN I don't want to argue with Chester, but I wonder whether, in terms of clarification, it's appropriate at this point to bring up some specific clauses, paragraphs, and et cetera, where I find some ambiguity and where I think we might be able to settle it at this meeting.

Isn't that in order?

DAVIS I think it would be in order. This is hard to do at the meeting, as we were discussing this this morning, and my feeling is there were certain things that, as president, I would be concerned about working out and getting clarification of, without changing the basic intent of the document.

WOLLMAN What I have in mind in no way changes the basic document. I think it's a very good document, but there are a few places where procedural questions seem to me ambiguous, and if Janet would be willing to listen, I would like to just briefly mention them.

ROEBUCK Could I suggest, I have the feeling that the faculty probably has the feeling at this moment that A.F.&T.C. didn't do its homework.

Indeed, A.F.&T.C. did: the proposal you have comes as the meeting of many days and hours, and everybody, short of God. It seems we might chip away and disagree about definitions and odd words here and there, and this kind of thing, forever, and we still wouldn't have a tenure policy for next year.

So I would like to suggest that the faculty approve it as stands, with, if they wish, suggestions to A.F.&T.C. that it reword certain sections. But I would like that to follow on my initial motion.

WOLLMAN Did the A.F.&T.C. consider further editing without changing the nature or intent?

ROEBUCK God help us for defining "soft money," for example.

DAVIS It's one that concerned me from the standpoint that when you -- this is a very legal document that will have a tremendous impact upon the employment status of many people, and it will be a document that is referred to again and again, and, therefore, I -- for my own clarification or edification -- I would like to meet with you and perhaps other people would either put their -- perhaps it would be more appropriate, Nat, if you would put your comments in writing and address them to Janet, as I intend to do, and I am sure that the Committee would welcome this input from others.

WOLLMAN Well, there are one or two points that I think involve basic elements of principle, that I think we ought to get clarified right here on the floor of the faculty. Can I raise one such point?

DAVIS Yes, certainly.

WOLLMAN For example, I think Mr. Travelstead alluded to one, but on page eleven, on page eleven in the middle of that page, the sentence that begins, "The final decision on the award of tenure shall be made by the provost," et cetera.

Is that intended to mean that regardless of the content of annual reports, midterm reviews, or any other kind of interim report, that the provost, at this time, has the obligation of making the tenure decision, he may totally reverse all of the documents that have come along up to that?

Because I, myself, think that is what should be intended, but I would like to make sure that we all understand that that is the intent of this sentence.

ROEBUCK: That is what was intended, but there is -- there are in here several elements which make it quite clear that the provost has to say in advance that he is thinking of reversing, and has to explain it afterwards. But, yes, that is the intent. It has to stop somewhere.

WOLLMAN One other point: I do have a number of more specific -- very detailed items, but I will ignore them at the moment. But on page sixteen, paragraph (b), there is a specification of dates of written notice for three-year term appointees: I couldn't find anything that related to comparable dates for people on probationary appointment.

I wondered whether I missed it, or whether it was not intended, or whether this is intended and it is also omitted?

ROEBUCK In the section on probationary appointments it says that pending decision shall be made in the final year of the probationary period: if the probationary has tenure, he gets tenure immediately; if not, he has a

one-year notice. the provost. That's what the final decision is made, and that must be made by the provost before

WOLLMAN But a person on one-year notice may be, conceivably be severed from the faculty on one year, two years, three years, or fourth year, and these notification requirements should apply to that person just as they would apply to a person on a three-year term contract, and this policy doesn't say that.

ROEBUCK I wish Mr. Durrie were here. Most of the notice thing was his.

WOLLMAN It was not your intention to simply ignore it?

ROEBUCK No.

WOLLMAN So this, then, could be taken care of subsequently in editorial discussion?

ROEBUCK Yes.

WOLLMAN Also, there is another question, and that relates to the concept of notice. That is whether notice is that -- the first negative notice given to an individual, or whether it is the final determination after an appeal, which may run into the period of time that is specified here in case of appeal.

Now, is it intended, then, that for purposes of this paragraph, written notice is defined as the first negative statement given to the individual?

ROEBUCK It refers to the final decision notice given to the individual.

WOLLMAN Well, that creates a problem.

PROFESSOR GREEN By the provost, that's no problem.

WOLLMAN Yes, it is a problem. It only means there is another year entailed which may not be intended.

TRAVELSTEAD I think I agree with her interpretation. At least, it was my understanding the decision you are talking about, at the bottom of page fifteen, is the

final decision of the provost, that's where the final decision is made, and that must be made at least one year before the final contract the person has, before June 30th. This would mean that the intermediate steps that the interdepartmental recommendation would be taken during that year, and the provost decision would have to be made before June 30th, and that person, even negative, would have another year.

Does that present any problem?

WOLLMAN What it means is if there is a negative decision by the department, say in April, which is then appealed, and there would be a determination at June 30th and the appeal carries over into the next academic year, that means that we have to give to that individual another year beyond what might be given under --

TRAVELSTEAD You said a negative decision of the department. I don't think it's a decision recommendation.

WOLLMAN Recommendation, right.

TRAVELSTEAD And that would lead toward an official decision before June 30th, and if that's not done, the person would have two years.

WOLLMAN We are defining written notice, final notice as the written notice of the provost?

TRAVELSTEAD That's what I would say.

DAVIS At which time there might be an appeal, but the final decision would have been made, and which there would be awaiting a decision on the appeal.

Do you have any further questions?

WOLLMAN There was one other question, and if Janet has in mind in her motion covering section eight --

ROEBUCK No, section eight is another item.

WOLLMAN Section eight is separate.

DAVIS Section eight, that's all right, Bill.

PROFESSOR SCHLEGEL There has been some discussion, and I tried to get an answer in this area and I don't see any policy on that: what is the status of an individual faculty member who is denied tenure? Can you then appoint him on a temporary basis? Can you then appoint him on a term basis? Can you then rehire him in another department and put him on the probationary ladder?

There is no policy in regard to that decision.

ROEBUCK I think you will find it in the footnote at the beginning of -- on page five, the footnote beginning "A terminal contract is one which follows a negative decision on the retention of a faculty member."

I think that -- that whole section, I think, answers your question. If it doesn't, I will be glad to respond.

DAVIS Another question.

PROFESSOR WESSLING Francis Wessling, mechanical engineering.

First of all, I would like to have something clarified, and I would like to have a comment.

Is it your intent that we pass this policy today, in this Faculty Meeting?

DAVIS This is the motion.

WESSLING Then, I would move a substitute to item (e) on page fifteen. The item as it reads now -- I think most people have copies of it -- but I would like to delete some of the wording where it says, "...may be appointed at or promoted to a rank higher than."

I would like to delete the words "or promoted to."

Also, in the second sentence I would -- where it says, "A faculty member granted a second three-year probationary appointment may be promoted," I would like to delete the words, "granted a second three-year probationary appointment."

If there is a second I would like to speak to this.

FACULTY MEMBER Seconded.

DAVIS All right. Substitute motion has been made and seconded.

WESSLING My reason here is that I can foresee the possibility of a department hiring a person as an assistant professor, who is an outstanding individual and who certainly deserves to be promoted before he has three years in rank as an assistant professor here at the University of New Mexico.

I think that if we passed this document the way it is stated here, we are not permitting a department to have the latitude that it should have to promote an individual who has the capabilities to be promoted, even though he is on a first-year or first-term appointment.

I think that we could be doing a faculty member an injustice, because this will affect the time in which he is in-grade as an assistant professor or associate professor, and if the time comes that for financial reasons he has to leave at the end of three years, he has not then been penalized by perhaps another two years as an assistant professor, rather than associate professor.

DAVIS The Chair interprets this as an amendment rather than a substitute motion.

WESSLING That's correct.

DAVIS So, Chester, would you care --

TRAVELSTEAD May I respond to that, Mr. Wessling?

The point you are making really could happen now under the conditions we have. The period for promotion, for example, from assistant to associate is now three years. Exceptions are made to that occasionally. The period for promotion from associate to full three, four -- I guess it's four years assistant to associate, and five years from associate to full, the exception can be made, they have been made to that.

But what you are suggesting, it seems to me, is going considerably beyond even our present presumption about time to be served in rank, because a three-year

appointment would be the minimum that a person would serve, and one year less than the minimum effective now. So I think you are introducing a new element. We are not changing that element about time served in rank.

WESSLING May I respond?

DAVIS Yes.

WESSLING Well, I haven't said anything at all in here about time in rank. I haven't changed the intent of any other part about length of service before a person can be promoted. All I am saying is that a person who is on initial term appointment may have time in rank at some other university as an assistant professor, before he comes here. We may hire him on as an assistant professor, and I would think that this university ought to consider promoting him before he has served another three years here, perhaps, as an assistant professor.

If we put this in as it is presently stated, there is no allowance for exceptions. If my amendment is passed, then, the possibility of the exception still arises.

ROEBUCK I think A.F.&T.C.'s intent in drafting this section was substantially that, that the provost just explained, coupled with the fact that it was the Committee's feeling that when the faculty passed the tenure position plan, the faculty's anticipation was that people on initial term appointments would all be junior people.

We still, I assume, normally appoint senior people or people with more experience on a probationary contract, and my feeling is that the faculty in passing the tenure position plan did not intend to create a group of faculty with senior faculty rank, who are in a very temporary position.

These term appointments, it is my understanding of the faculty's intent when it passed the plan, were intended to be for very junior-ranked people, and that's why it's in there. And it's in there in order to prevent the development of a punitively senior faculty in a very unstable, nontenured, not-leading-towards-tenure sort of position.

faculty, at cetera.

DAVIS Further discussion on the amendment?

FACULTY MEMBER Question.

DAVIS The question has been called.

All those in favor of the amendment signify by saying "aye" opposed, "no".

The Chair rules that the amendment failed.

Further discussion on the motion.

PROFESSOR WILDIN I have a question on section four, page thirteen. This has to do with negative decisions based on the availability of tenure ladder, or tenure positions.

That is -- first question I have is, are there fixed limits on those percentage of people in a department that can have tenure ladder or tenure positions?

DAVIS No, there is no percentage. There are guidelines, but it's -- it's not a fixed percentage.

Clinton, would you like to comment on that?

DEAN ADAMS The Tenure Committee plan established at the University, quite a large committee that has met during this last year and addressed themselves to those issues. The Committee position has not been to adopt an absolutely fixed percentage -- they at this point stop -- but rather to adopt a general guideline which suggest to the provost's office that they take into account the enrollment trends within a given department, is the department going uphill in enrollment or down, what is the age of the faculty, how many retirements are anticipated, other factors of this sort which might impinge on the subject of flexibility.

And to allow a higher percentage of tenured commitments, tenure contract commitments in departments with an upward enrollment trend, two or three faculty members within three or four or five years of retirement and so on and so forth, and insist on a lower number of commitments in a department which has had a pattern of declining enrollments and has a rather stable younger faculty, et cetera.

The range in which these suggestions are made is from around sixty-five, sixty-seven percent, in a department which is perhaps showing a downward trend in enrollment and has a young faculty up to around eighty percent in departments with upward trends.

Tendency in the Regents' meetings has been for the Regents to ask questions when the commitment is at or above eighty percent. This has been a fairly common thing, and indeed, happened last week with respect to one appointment in the department of mathematics -- Regents have asked that they be given information in the agenda of the Regents' meeting as to the tenure percentage in the department, so that they can take that into account when they finally approve an appointment.

My feeling is that the Regents at least as presently constituted are going to question sharply appointments that are recommended on tenure contract, where that percentage is substantially above eighty. But there's no hard, fast number.

DAVIS Further discussion or questions?

WILDIN I would like to add to that, is that at the departmental level or at the college level

ADAMS The Tenure Review Committee discussed this matter and passed a motion to say it should be at the college level, but that motion is a motion to the administration and Regents.

My feeling in having listened to the Regents on this subject, is the Regents will be very concerned about departments. For example, I think if this appointment in mathematics had been an appointment that carried the department of mathematics to, let's say a hundred percent of tenure, the Regents might very well have suggested that it be disapproved, despite the fact of some other college of the arts and sciences might have a flexible tenure situation.

That's only a conception of what I interpret to be the consensus of the Regents at this time.

DAVIS Chester.

DAVIS Further discussion on the amendments?

FACULTY MEMBER Question.

DAVIS The question has been called.

All those in favor of the amendment signify by saying "aye", opposed, "no".

The Chair rules that the amendment failed.

Further discussion on the motion.

PROFESSOR WILDIN I have a question on section one, page thirteen. This has to do with negative decisions based on the availability of tenure ladder, or tenure positions.

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DAVIS No, there is no percentage. There are guidelines, but it's not a fixed percentage.

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PROFESSOR MERKX I was going to move the previous question; if you would like to speak, Chester, speak.

TRAVELSTEAD Sir?

MERKX I was intending to move the previous question.

TRAVELSTEAD I should speak, then.

I don't speak for the Regents on this point, but I would say that the motion passed by that Tenure Advisory Committee left a great deal to be desired, because it does make the thing more flexible, certainly, if you can average out the percentages throughout the college. But it doesn't relieve the situation unless you can make the professor of physics a teacher of therapeutic education, or some other department in that college.

And so I think the -- not only the Regents, but I think anybody that is looking at the needed flexibility is going to have to continue to look at the department percentages, even though they might -- if some of these factors prevailed that Mr. Adams talked about -- might be lenient if there is a general situation that might justify that.

DAVIS Okay. Are you ready for the question?

All right, the question has been called. All those in favor of approving the proposed changes to section eight, twenty-one and -- no, no, wrong one -- proposed revision of Academic Freedom and Tenure Policy, signify by saying "aye"; opposed, "no".

The motion carries.

Item seven, proposed changes in sections eight, twenty-one, and twenty-two. Professor Roebuck.

ROEBUCK I move that the motion presented to you on pages nineteen and twenty of the agenda be approved.

DAVIS Moved and seconded.

ROEBUCK The Faculty Handbook provides a role for a Faculty Advisory Committee, which is a subcommittee of

REVISIONS OF SECTIONS 8, 21, and 22 of ACADEMIC FREEDOM AND TENURE POLICY

The range in which these suggestions are made is from around sixty-five, sixty-seven percent, in a department which is perhaps showing a downward trend in enrollment and has a young faculty up to around eighty percent in departments with upward trends.

Tendency in the Regent's meetings has been for the Regent to ask questions when the committee is at or about eighty percent. This has been a fairly common thing, indeed, happened last week with respect to one appointment in the department of mathematics -- Regent's have indicated they be given information in the agenda of the Regent's meeting as to the tenure percentages in the department, so that they can take that into account when they finally approve an appointment.

My feeling is that the Regent at least as recently considered are going to question sharply appointments that are recommended on tenure contract, and that percentage is substantially above eighty, but that's no hard, fast number.

DAVIS Further discussion or questions?

WIDIN I would like to add to that, in that at the departmental level or at the college level

ADAMS The Tenure Review Committee discussed this matter and passed a motion to say it should be at the college level, but that motion is a motion to the administration and Regent's.

My feeling in having listened to the Regent on the subject, is the Regent will be very concerned about appointments. For example, I think if this appointment in mathematics had been an appointment that carried the department of mathematics to let's say a hundred percent in tenure, the Regent might very well have suggested that it be disapproved, despite the fact of some other college of the arts and sciences might have a flexible tenure situation.

That's only a conception of what I interpret to be the concern of the Regent at this time.

DAVIS - Chester.

the Policy Committee. The Policy Committee no longer exists, having vanished in the constitutional revision which created the Senate. We need a replacement for that committee, and a better defined, expanded version of its role.

This proposed revision provides a replacement, and the proposal comes to you with the approval of A.F.&T.C., that urges that you adopt it. However, as the new committee will be a Senate committee, as A.F.&T.C. was not an originator of the proposal, I would like to yield the floor to someone that knows more about it, having worked on it more, Professor Gehlen.

PROFESSOR GEHLEN As Professor Roebuck has noted, currently section eight in the Handbook is no longer operative because we no longer have the Faculty Policy Committee. We also have not had any kind of committee to deal with charges of unethical behavior on the part of a faculty member, and, therefore, the Faculty Welfare Committee of the Senate is proposing this revision and change, substitute section eight, which will create a committee that will take the place of the old Advisory Committee, and also will be called upon should occasion arise of charges of unethical behavior.

This document was first presented to the Senate in February, or earlier draft. It was discussed at some length. The document you have right now is revised substantially from that earlier document, but it was not brought back to the Senate for their concurrence until yesterday.

At the Senate meeting yesterday, the Senate voted concurrence with the draft that you have, with one exception, and if I may, I have been instructed by the Senate to propose an amendment on one point.

That is, let me explain a little before I make the amendment -- well, the original section eight is limited to cases where a question arises concerning the termination of services of a faculty member who has tenure. The A.F.T. draft that you have before you has changed that and says when a question arises concerning the termination of service of a faculty member, or failure to renew a term of contract when any faculty member is charged with unethical behavior, it was the consensus, I think, of the Senate

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PROFESSOR GEHLEN I was going to move the previous
motion if you would like to speak, Chester, speak.
TRAVELSTAD SIR?
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TRAVELSTAD I should speak, then.
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Committee left a great deal to be desired, because it
wasn't the thing more flexible, certainly, if you can
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I see other departments in that college.
And so I think the -- not only the Regents, but I
think anybody that is looking at the needed flexibility
is going to have to continue to look at the department
percentages, even though they might -- as some of these
actions prevailed that Mr. Adams talked about -- might be
different if there is a general situation that might justify
that.
DAVIS Okay. Are you ready for the question?
All right, the question has been called. All those
in favor of approving the proposed changes to section eight,
please stand. -- No, no, wrong one -- proposed revision
of Academic Freedom and Tenure Policy, slightly by saying
"no."
The motion carries.
Item seven, proposed changes in section eight,
pages one, and twenty-two. Professor Roebuck.
ROEBUCK I move that the motion presented to you
on pages nineteen and twenty of the agenda be approved.
DAVIS Moved and seconded.
ROEBUCK The Faculty Handbook provides a role for
Faculty Advisory Committee, which is a subcommittee of

yesterday that this is a rather drastic change in tenure policy, made perhaps a bit too casually, that it would be better if the section eight was amended to reflect its traditional position; namely, that it should apply to faculty members who have tenure and AF&T practically consider it to greater lengths, or the Senate might consider it at greater lengths, the question whether or not this policy would be available in cases such as term contracts that are not renewed.

Therefore, at the direction of the Senate, may I make a motion?

DAVIS An amendment is in order.

GEHLEN I should like to move that on line two, section eight, which incidentally should have a small "a" in front of it where it says on line two, says, "faculty member," I would like to insert, "who has tenure," comma, and delete the words "failure to renew a term contract."

DAVIS All right. Is there a second?

(Several seconds.)

DAVIS Moved and seconded to insert the words, "a faculty member who has tenure," and delete, "or failure to renew a term contract."

Doctor Green.

GREEN I don't see why the profession -- well, the failure to process tenure should deny a whole group of people the right of appeal, because there are cases, there have been cases in which people without tenure have been accused of this, that, or the other, and they are going to occur again. We need some way of handling this.

If you knock this out, then, there is again no way of doing it. We are going to be in the same stupid mess we have been in the past. And I don't think it's fair, why should a nontenured person have no rights of appeal? It is not right.

I oppose this very strongly. I hope that we vote the amendment down.

DAVIS Peter.

DAVIS Well, from a legal standpoint, isn't the

concept that the burden of proof is on the faculty member to prove himself for tenure, that the University is not obligated to show cause to the faculty member, and the only time that it -- the only grounds for showing cause or demanding that cause be given, is when the faculty member alleges that the termination or failure to renew contract was the result of particularly the failure to renew contract was an abridgment of his academic freedom? Are you changing this concept?

GREEN: No, and I would like to speak to this comment that frequently comes up.

You open the floodgates and the University is just going to be deluged by all these appeals. This is nonsense. In the first place, the person who appeals has to put a great deal of himself into it. If it goes on, he has to engage a lawyer. This is all on him, and he also knows that if he is appealing a decision, that he will have to prove that the decision was arrived at unfairly, and I don't think there's any question of this.

What this will do, I think, is force a greater responsibility in the taking of these administrative decisions, and I am all in favor of that. I think if these decisions are arrived at wisely, fairly, there will be very, very few appeals under this sort of procedure that we have here.

DAVIS: Doctor Heady.

PROFESSOR HEADY: Mr. President, my understanding is that we have section thirteen, which is not being affected by the proposal, and which does deal with the academic freedom of a nontenured faculty member.

GREEN: But does not deal with questions of ethics.

HEADY: Well, I have a great deal of hesitation about changing the whole basis of procedures.

GREEN: That doesn't surprise me, Professor Heady, for people who don't have tenure and put them on the same basis as people who do have tenure, so I am certainly in favor of the amendment.

DAVIS: Peter.

...that this is a rather drastic change in tenure... make perhaps a bit too readily, that it would be... in the section which was amended to reflect its... apply to... faculty members who have tenure and that practically consider... of the Senate right consider it at... the question whether or not this policy... as fair contracts that... not renewed.

Therefore, as the direction of the Senate, may I...

DAVIS: An amendment is in order.

...I should like to move that on line two... which incidentally should have a small "a" in front of it where it says on line two, "Faculty member," I would like to insert, "who has tenure," comma, and delete the words "failure to renew a term contract."

DAVIS: All right. Is there a second?

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I oppose this very strongly. I hope that we vote...

DAVIS: Well, from a legal standpoint, isn't this...

A.F.T. PROFESSOR PROUSE I think I should report to the group here that when this matter came to the Senate yesterday, the word that has now been inserted by Frieda Gehlen by amendment was in, and the recommendation was they were struck, and the effect now is that they be put back. It was the feeling of the Senate in passing this, that, John, they could take care of the tenured issue here while recognizing and returning to A.F.T. the very question that we are raising. In other words, that that be a subject of study and reconciliation of other sections of the Handbook, but as to the intentions, I think that's what the Senate wanted to have happen.

We wanted to get this done if we possibly could --

GREEN I don't see the problem.

PROUSE -- and go on from there.

Frieda, who is chairman of the Senate Faculty Welfare Committee, could comment to this better than I can.

DAVIS Janet.

ROEBUCK I think Frieda was first.

GEHLEN Section fourteen allows for nontenured faculty members who feel they are being denied tenure to appeal. That is also there, and also proposed section eight suggests that in charges or cases of unethical behavior, set forth in section eight shall apply to any faculty member, tenured or otherwise, the tenure -- the issue of tenure refers only to termination.

PROUSE Or when any faculty member is charged, it specifically sets that aside from tenured people.

DAVIS Janet.

ROEBUCK I think in addition to everything that John has said, which I agree with wholeheartedly, A.T.&F.C. had a very practical concern in mind when deleting the business about it only applying to tenured people. The subcommittee of the Policy Committee used to be used as an informal adjustment body before a formal complaint came to

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DAVIS Doctor Heady.

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GREEN But does not deal with questions of ethics.

HEADY Well, I have a great deal of hesitation...
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GREEN That doesn't surprise me, Professor Heady...
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 ...of the amendment.

DAVIS Peter.

A.F.&T.C., because formal complaints to A.F.&T.C. are lengthy and time consuming, and most of the work is done at the informal adjustment level.

At the moment, we don't have a committee to do that. A.F.&T.C., because it is a hearing body, cannot, in many instances, do that on its own account. We need a body that can function in this area on behalf of the faculty, to see if things can't be worked out, before the whole thing comes to a formal showdown at high noon in an A.F.&T.C. hearing.

At the moment, we don't have one, we need one for everybody, and it seems to the A.F.&T.C., making this apply to everybody would answer that practical problem.

DAVIS Janet, are we talking about a faculty member who is not -- not having a contract renewed because of a charge of unethical behavior only, or is this applied to anyone whose contract is not being renewed, who wants then to have a preliminary proceeding and go and make the appeal through this process?

I guess this is where I am -- are we -- is it specifically limited by those persons who are being fired because of unethical conduct, or a contract not being renewed because of unethical conduct? Could you clarify?

ROEBUCK No, I don't think so. I think we need available for all kinds of purposes, because the kind of cases that come up are legend, and don't fall under one heading. We need a committee available, but we will try to do a semiformal, informal adjustment when the faculty member vis-a-vis the administration has problems. It's sort of the other side of a formal hearing. I think it would be useful.

DAVIS For any reason?

ROEBUCK Yes. Occasionally we need them, and they are created on an ad hoc basis, you know, and it would be useful to have a standing committee to do this.

MERKX What I would like to do, Mr. Chairman, is state some of my own doubts about introducing this into this particular document at this time.

I am not -- I think we need a policy to handle problems that arise with respect to nonrenewal of three-year contracts. However, this document is designed by the Senate to do two things: it is designed to fix up the policy for firing a tenured faculty member -- which, of course, is a very special kind of a situation, and very special procedural safeguard.

And secondly, to formalize the method for handling complaints about faculty violations of ethics, as an ethics policy applies to everyone.

But I think that to broaden the language that was set up originally, has now been modified to take into account the new structure for breaking tenure, and apply those policies to nonrenewal of three-year contracts, is to -- is at least a feeling I felt, my feeling, anyway, that this has not been adequately thought out.

I am not sure the same policy should apply, that there may be a difference for someone who has tenure and someone not being renewed for one ground or another. I think we need to have a policy for the person not renewed on term contracts, but I think we should limit this to what the Senate originally designed it to be: that is, something handling ethics and tenure-breaking, and that a separate clause or separate paragraph or separate policy should be designed for people with three-year contracts. That is really a separate issue, and there's too big an issue to slip through on the shoulders of this particular policy.

DAVIS John.

GREEN I don't think this is anything so new in the section fourteen that refers back to provisions of section eight, with regard to academic freedom. So what is new about this? -- when, if a complaint was made before, the president should have set up an advisory panel from the Policy Committee, so I don't see this is anything different.

And, anyhow, who is to serve -- this is effectively the grand jury. And there is nobody without that, without tenure or nontenure, without someone to hear that preliminary thing. Then, the Academic Freedom and Tenure Committee has to serve as grand jury, petit jury, judge, you know -- it does serve the necessary purpose.

At the moment, we don't have one, we need one for everybody, and it seems to the A.F.T.C., making this... At the moment, we don't have a committee to do that... because it is a hearing body, cannot, in many... do that on its own account. We need a body... in this area on behalf of the faculty... before the whole... at high noon in an... hearing.

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ROSENBERG Yes, I don't think so. I think we need... for all kinds of purposes, because the kind of... that come up are varied, and don't fall under one... We need a committee available, but we will try... informal adjustment when the faculty... the administration has problems. It's... of the other side of a formal hearing. I think it... would be useful.

DAVIS Nat.

WOLLMAN The reference in section fourteen to section eight goes back to the fact that section eight dealt only with tenured faculty members. What -- if we leave the language as it is given to us right now, it reads as follows: "When a question arises concerning the termination of the service of a faculty member, or failure to renew a term contract, the matter first shall be brought to the attention of that faculty member's chairperson and/or dean."

Now, what that then does is changes completely the process by which we have been -- the process that we have been following with respect to termination of people on a three-year term contract.

And as Gil pointed out, that's a very big change, and it goes far beyond the question of an allegation of some type of improper act on the basis of which some action is taken.

Now, we retain the protection for prosecution for committing some improper act, by the phrase, "or when any faculty member is charged with acting contrary to the provisions of the statement," et cetera.

So everybody comes in under that blanket, but not everybody comes in and can raise, then, in any way in conformance with this section, simply nonrenewal of a three-year term contract.

So if what you want to do is follow the language literally as you want to put it in, then, in effect, what you are doing is eliminating the three-year term contract and setting up an only other different kind of preliminary appointment.

GREEN That language was put in because of an earlier fear that the Senate had, that everybody would immediately rush to the president with a complaint, and, therefore, that whole -- wasn't that right? -- wasn't that the string of procedure?

WOLLMAN Yes, I think that was the first thing that was feared, that it would be bringing up all the complaints. That's a more orderly process.

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DAVIS John

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And, anyhow, who is to serve -- this is effectively... And there is nobody without that, without... without someone to hear that... the Academic Freedom and Tenure... as grand jury, petit jury, judge... it does serve the necessary purpose.

GREEN One of the problems is trying to bring everything together in one package, I am afraid.

However, I still say where is the protection to a person who, at the end of three years, who feels that he's been dealt an injustice, what does he do?

WOLLMAN Well, that, again, goes back to the whole concept of the -- what the three-year term contract is, and I think it should be debated apart from this particular kind of question and this particular matter.

GREEN Well, I disagree with you about this. I think that there are moral standards that can be applied to this. It is very difficult to write moral standards into this sort of thing. That's why we have the committees.

DAVIS Still debating on the amendment, Chester.

TRAVELSTEAD I support the amendment, and I think I reflect the discussion which took place in the Senate yesterday, and not just my own feeling. I think we are talking about something new and different. We are putting too many different things in this one package. I think it's a mistake.

The University has at least four categories of appointments: one, the tenured person, and that is a distinct category of faculty for which there are certain procedures and rules and rights. It's different from the probationary one, to-wit: section eight versus section fourteen. Fourteen refers to eight.

There is a new one now, which is a three-year term appointment, and then a fourth category which is a one-year term.

I think it's a terrible mistake to put all these in the same category, because I believe as Gehlen said yesterday, the rationale of the A.F.&T.C. Committee -- or maybe it was her own reason, she wasn't making the point then she is making now -- was that it wouldn't be used very much.

I submit if this is passed without this amendment, everyone, whether on a one-year appointment, or three-year term appointment, or a probationary appointment, or tenure

DAVIS

WOLLMAN The reference in section fourteen is not only with tenured faculty members. What -- if we have the language as it is given to us right now, it reads as follows: "When a question arises concerning the resignation of the service of a faculty member, or failure to renew a term contract, the matter shall be brought to the attention of that faculty member's chairperson and/or dean."

Now, what then does it change completely the process by which we have been -- the process that we have been following with respect to resignation of people on a three-year term contract.

And as Gil pointed out, that's a very big change, and it goes far beyond the question of an allegation of some type of improper act on the basis of which some action is taken.

Now, we retain the protection for prosecution for committing some improper act, by the phrase, "or when any faculty member is charged with acting contrary to the provisions of the statement," of course.

So everybody comes in under that blanket, but not everybody comes in and can raise, then, in any way, in accordance with this section, simply renewal of a three-year term contract.

So if what you want to do is follow the language literally as you want to put it in, then, in effect, what you are doing is eliminating the three-year term contract and setting up an only other different kind of preliminary appointment.

GREEN That language was put in because of an effort to say that the Senate had, that everybody would immediately rush to the president with a complaint, and, therefore, that whole -- wasn't that right -- wasn't that the string of procedures?

WOLLMAN Yes, I think that was the first thing that was feared, that it would be bringing up all the complaints. That's a more orderly process.

appointment, will seek relief, and we will have a complicated procedure for them all in one basket, and I don't think it's proper.

DAVIS Further discussion on the amendment?

Ready for the vote on the amendment?

All right, question has been called on the amendment. All in favor of the amendment, which would change line two to read, "faculty member who has tenure," and would delete, "or failure to renew a term contract."

All in favor, signify by saying "aye"; opposed, "no".

The "aye's" have it. The amendment is carried.

Further debate on the motion, or on the policy as amended?

(General calling for the question.)

DAVIS All those in favor of the amended policy, signify by saying "aye"; opposed, "no".

The motion is carried.

GREEN Mr. President.

DAVIS John.

GREEN Back on the item before, I wanted to express what should be the faculty appreciation to Jan Roebuck for the tremendous job she did in that rewrite. The original three-year plan was adopted over the objections of the Committee on Academic Freedom and Tenure, and one of the reasons that we had such a terrible time bringing things together there was, we really didn't believe, even after being passed and adopted, we did not believe in the three-year plan. It represented in some ways a serious erosion of the tenure plan of the University of New Mexico. That was done in 1971.

It's now six years later, that we finally got the revised thing. We only got it because Jan personally took a great deal of time to sit down and work it out herself,

ACADEMIC TENURE AND FREEDOM AS CALLED FOR BY

THANKS TO PROFESSOR ROEBUCK

trying to make sense out of the things that had happened in the meanwhile, and also spent countless hours, as she said, deans, administrators, faculty members, everybody working it up.

So I would like to vote -- to propose a vote of thanks to Jan for undertaking this task.

DAVIS All those who are in favor.

(Applause.)

DAVIS Janet, in token of our appreciation, we are going to let you introduce item eight.

ROEBUCK Thank you, Faculty, that was most courteous. I won't say it makes it all worth while, but sort of up in that area.

In view of the passage of the new tenure policy, there are a few necessary technical amendments I would like to make before I make a formal motion on the next item.

The last sentence of paragraph one, it should be noted that the recently approved tenure position plan is applicable at the Gallup branch, should be deleted.

In about the middle of paragraph four, "the usual annual reviews," should be deleted.

A little further down in that paragraph, referring to section four of the Academic Freedom and Tenure Policy, "four" should be changed to "five".

And here, Sal's homework I didn't do: the first sentence at the top of the next page I would like to delete and reread to you: "Such recommendation shall be based on the criteria and teaching performance standards developed by the Gallup Faculty Committee of Review."

I would then move that this document be approved as amended. Key.

DAVIS With those editorial changes, it's been moved that this document for the Gallup branch be approved. Is there a second?

ACADEMIC RANK AND TENURE AT GALLUP BRANCH

THANKS TO PROFESSOR ROEBUCK

...I wanted to... I really didn't... It represented in some... That was done in 1971... I'm now six years later, that we finally got the... We only got it because Jan personally took... time to sit down and work it out herself... I really didn't... we really didn't... one of the reasons that we had such a terrible... on Academic Freedom and... original three-year plan was adopted over the... for the three-year job she did in that rewrite... that should be the faculty appreciation to Jan... back on the item before, I wanted to... DAVIS John... GREEN Mr. President... The motion is carried... DAVIS All those in favor of the amended policy... (General calling for the question)... Further debate on the motion, or on the policy as... The "aye's" have it. The amendment is carried... All in favor, signify by saying "aye"; opposed... will delete, "or failure to renew a term contract"... the two to read, "Faculty member who has tenure," and... All in favor of the amendment, which would change... All right, question has been called on the amend-... ready for the vote on the amendment? DAVIS Further discussion on the amendment?

FACULTY MEMBER Seconded.

ROEBUCK In 1974, the faculty approved what was in effect a sort of enabling act to allow the branch colleges to develop tenure along lines suited for their own function, for our tenure policy does not suit them at all. As the enabling act on page forty-two (d) recognizes, the branches cannot be totally covered by our policy, although they should, in broad lines, conform to it.

Working closely with A.F.&T.C., the Gallup faculty has produced its own tenure plan, which is now presented to you. It comes to you with the endorsement of A.F.&T.C., and again we have all worked with the appropriate administrative people as we have been going along.

I have here a memo for you from the Gallup faculty. It's addressed to the General Faculty, University of New Mexico, from Alfred Crouch, president of the Gallup Branch Faculty, saying:

"We, the Faculty of the Gallup branch, request that the General Faculty of U.N.M. accept the proposal for implementation for tenure in the Gallup branch."

This document, which has the unanimous approval of Gallup branch, is the instrument of efforts begun in 1972. We feel that a tenure policy is necessary to provide stability at this institution, but we feel that the differences of the nature and intentions of the goals at Gallup, that we have a policy separate from the one of U.N.M., one that leads to rank and tenure at the Gallup branch. Positive action on the part of the General Faculty will be greatly appreciated.

A.F.&T.C. recommends that you approve this, which represents a great step forward for the Gallup branch. We have one of the members of the Gallup faculty, Kay Wilson, here this afternoon, and I ask that the faculty recognize her and allow her to speak to this motion.

DAVIS Kay.

PROFESSOR WILSON I am glad to be here. I think it's probably the first time anyone of us has attended a Faculty Meeting here, and it's the first time we will

ACADEMIC BRANCH
AND TENURE AT
GALLUP BRANCH

...to make sense out of the things that had happened
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...administrators, faculty members, everybody
...it up.
...to I would like to vote -- to propose a vote of
...to let you introduce item eight.
...All those who are in favor.
...Thank you, Faculty, that was most
...I won't say it makes it all worth while, but
...in that area.
...In view of the passage of the new tenure policy,
...I would
...I make a formal motion on the next
...The last sentence of paragraph one, it should be
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...In about the middle of paragraph four, "the usual
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...A little further down in that paragraph, referring
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...And here, Sal's remark I didn't do the first
...at the top of the next page I would like to
...and extend to you: "Such recommendations shall be
...on the criteria and existing performance standards
...developed by the Gallup Faculty Committee of Review."
...I would then move that this document be approved
...With these editorial changes, it's been
...for the Gallup branch be approved.

... I have been a member of the Gallup faculty...
 ... I don't think we can delete what is on...
 ... I don't find that in this proposal. Is that item --
 ... does this new proposal mean that if tenure is given to...
 ... University of New Mexico?
 ... No, absolutely not. No. No.
 ... Just said the opposite.
 ... But you see, it's in the current Handbook,
 ... but it's not in here, that I could find. Is it still here?
 ... Well, the heading, I would assume, makes
 ... it clear that it applies to the Gallup branch.
 ... Forty-two (d)?
 ... I don't think we can delete what is on
 ... forty-two (d). You will notice this is not a substitution,
 ... it is an addition. Forty-two (d) must stand because the
 ... Northern branch has done nothing; this doesn't apply to the

achieve a status other than stepchildren of U.N.M.
 As Jan said, we have been working on this, or
 requesting some sort of status, since 1972. We do have a
 different function, we teach fifteen hours, we teach days
 and nights, most of our efforts are toward teaching. And
 for this reason, we need a policy which gives us rank and
 tenure that's different from yours.
 We also need very much the Committee of Review
 which would for the first time allow the faculty to have
 some sort of status and say in the evaluation of our
 members. Up until now we have been pretty much appointed
 by the director, with very little pure evaluation. I
 think this is very important. I hope you will approve it.

DAVIS Further discussion?

Harold.

DRUMMOND On page forty-two (d) of the Handbook,
 item number two indicates that probationary appointments
 made at the branch college shall lead to academic tenure
 in the particular discipline at that branch only, and not
 toward tenure on the main campus or at another branch.

I don't find that in this proposal. Is that item --
 does this new proposal mean that if tenure is given to
 faculty at the Gallup branch, they are tenured at the
 University of New Mexico?

ROEBUCK No, absolutely not. No. No.

PROUSE Just said the opposite.

DRUMMOND But you see, it's in the current Handbook,
 but it's not in here, that I could find. Is it still here?

ROEBUCK Well, the heading, I would assume, makes
 it clear that it applies to the Gallup branch.

DRUMMOND Forty-two (d)?

ROEBUCK I don't think we can delete what is on
 forty-two (d). You will notice this is not a substitution,
 it is an addition. Forty-two (d) must stand because the
 Northern branch has done nothing; this doesn't apply to the

Northern branch. Northern branch has nothing to do with it, this is just for Gallup. So forty-two (d) will have to stand with this following.

DRUMMOND What bothered me, you see, that this starts with the paragraph one from page forty-two (d), but then the introductory paragraph on forty-two (d) is also the introductory paragraph on the new information, but item number two on page forty-two (d), I do not find in this. And I just want the introduction to show that it's very clear that item two on page forty-two (d) of the Faculty Handbook still applies.

ROEBUCK It's not being deleted, it was never proposed to delete it.

DAVIS The Chair will rule that the University policy still applies.

DRUMMOND Mr. Travelstead, you seem to be perplexed?

TRAVELSTEAD No, I just remembered that this was quite an important point in the previous discussion, and if it's true that what we are doing is adding to and not deleting the paragraph that has been referred to, then, I would feel satisfied.

But this Faculty was adamant on this point, that tenure there does not have any connection with tenure on this campus, and that has to be perfectly clear in this action this afternoon.

So what may be a little confusing is if a part of forty-two (d) is being replaced, another part is going to stay, I think editorially that has to be made clear.

ROEBUCK No, no part is being --

TRAVELSTEAD He said forty-two on this page is the same as forty-two on this document. Are you going to have it twice, purposely?

ROEBUCK I guess it fits them together. It also should be made clear that it is not a carryover for the Northern branch, the Northern branch does not have its own policy.

DRUMMOND There is no Northern branch.

ROEBUCK Well, then, it won't have a policy, then. It will save us all a little work.

DAVIS We will, when John Durrie gets back on campus, I think it would be appropriate to take this up with him, so that this is specifically noted, or this could even be footnoted calling attention to the University regulations without changing the intent or purpose of this motion.

ROEBUCK I really don't think it's needed, Mr. President. Forty-two (d) stands as is. There is no deletion.

DAVIS Further discussion on this question?

FACULTY MEMBER Calling for the question.

DAVIS The question has been called. All in favor of approving item eight, on the proposal for the implementation of rank and tenure for the faculty of the Gallup branch, signify by saying "aye"; opposed.

Motion carried.

Before we adjourn, I would certainly like to again thank Janet for her hard work and on a number of thorny items.

I also would like to thank and congratulate Peter on this. He's the father -- you will be known as "The Father of the University of New Mexico Faculty Senate" some day, and for this hard work in its first year.

Also, although she has left, I certainly would like to thank the very fine and capable leadership we have had from Karen ~~Glaser~~, ^{acting} ~~executive~~ vice-president for student affairs.

Also, Clinton Adams, as associate provost there, this year. He's done a tremendous job and helped us with a lot of implementation, as well as planning for future.

And certainly Chester Travelstead in his last official meeting of the Faculty. You are going to miss

APPRECIATION TO
JANET ROEBUCK,
PETER PROUSE,
KAREN GLASER,
CLINTON ADAMS,
AND CHESTER
TRAVELSTEAD

SECRETARY
 JOHN H. DALLIN
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KURT LOUIS ROTH	POLITICAL SCIENCE	HISTORY
Alyce Jane Rouwalk *	SP COM & POL SC	SUMMARY
ANITA SALAZAR ROYBAL	ENGLISH	THEATRE ARTS
ROBERT CHARLES ROYBAL	ENGLISH	MATHEMATICS
ELIZABETH JEAN RUSSELL	PSYCHOLOGY	SPEECH COMMUNICATION
TONY T RUSSELL	SPEECH COMMUNICATION	JOURNALISM
LEUIS PETER RUSSO	SOCIOLOGY	ANTHROPOLOGY
MARIANNE C SACKETT	ANTHROPOLOGY	HISTORY
VALLITTIN ROBERT SAIS	HISTORY	SPANISH
RCD PATRICK SALAZAR	POLITICAL SCIENCE	PSYCHOLOGY
MARIANNE NANCY SALEM	JOURN & ANTH	SUMMARY
JOHN BOYLL SANDERS	JOURNALISM	THEATRE ARTS
JEANNE SARG	ANTHROPOLOGY	PSYCHOLOGY
MONICA MARY SCHLICK	PSYCHOLOGY	ANTHROPOLOGY
MARIANNE W SCHUCH	ANTH & HIST	SUMMARY
ELEANOR G SCOTT	SP COM & FRENCH	SUMMARY
ELSIE ELIZABETH SCOTT	BIOLOGY	CHEMISTRY
TANYA LEA SCOTT	SOCIOLOGY	HISTORY
SANDRA LYNNE SECKEST	PSYCHOLOGY	ART
KAREN DIANE SHANE	HIST & JOURN	SUMMARY
GARRETT W SHELDON	POLITICAL SCIENCE	PHILOSOPHY
SHARON LYNN SHURICK	JOURNALISM	BUS & ADMIN SCIENCES
DAVID THOMAS SIMAK	GEOLOGY	
PATRICIA SISNEROS	COMMUN DISORDERS	PSYCHOLOGY
JERE KATHRYN SMITH	POLITICAL SCIENCE	HISTORY
KEVIN BARRY SPAETH	ANTHROPOLOGY	AMERICAN STUDIES
REWENA B SPAINHOWER	ANTHROPOLOGY	HISTORY
LYNDA MARIA SPARBER	JOURNALISM	ENGLISH
VIRGINIA MARIE SPATZ	HISTORY	MUSIC
NANCY L STEFFEY	PSYCHOLOGY	
FREDRIC MILD STEPHENS	POLITICAL SCIENCE	HISTORY
LARRY LEE STEPHENSON	CHEMISTRY	MATHEMATICS
BROUKE STEWART	ART	ENGLISH
DIXIE LEIGH STITES	ECONOMICS	MATHEMATICS
JOHN WARREN STUTZ	HISTORY	RUSSIAN STUDIES
ANN THERESE STRUMBERG	POLITICAL SCIENCE	SPANISH
ROBERT J SUPERGAN	ECONOMICS	POLITICAL SCIENCE
GAIL AILENE SWARTHOUT	POLITICAL SCIENCE	SOCIOLOGY
MARY JOYCE THOMPSON	ENGLISH	HISTORY

MARCI ANN SIMMONS

COLLEGE OF ARTS AND SCIENCES
BACHELOR OF ARTS

	MAJOR	MINOR
CMA ROSE THORPE	SOCIOLOGY	BIOLOGY
CLARE SUSAN TOBLER	ENGLISH	JOURNALISM
NORMAN EUGENE TODD	POLITICAL SCIENCE	SPEECH COMMUNICATION
MICHAEL JAMES TOLEDO	POLITICAL SCIENCE	HISTORY
PAULA ANNE TOLEDO	GERMAN	SOCIOLOGY
WILLIAM R TORRES	POLITICAL SCIENCE	HISTORY
RUTH E TRAINOVITCH	GEOGRAPHY	POLITICAL SCIENCE
ROSEMARY TRAU	PSYCHOLOGY	ANTHROPOLOGY
SANDRA LEIGH TYLER	SOCIOLOGY	PSYCHOLOGY
JOHN MARK VELLA	ANTHROPOLOGY	
RAFAEL HERALDO VIGIL	POLITICAL SCIENCE	PSYCHOLOGY
TRUDY ANN VILLA	COMMON DISORDERS	BIOLOGY
LEWELLYN FINCH VINER	ENGL & CR-WRT	AMERICAN STUDIES
AMELIA METCALF WAGGNER	LINGUISTICS	ENGLISH
LARRY ANSON WALKER	ECONOMICS	BUS & ADMIN SCIENCES
STUART GRAHAM WALKER	HIST & POL SC	SUMMARY
DENNIS ARTHUR WALPOLE	ECONOMICS	
SUSAN ELLEN WALTON	JOURNALISM	FRENCH
JONATHAN MOORE WARD	JOURNALISM	ENGLISH
JAMES HARVEY WARWICK	ENGLISH	PHILOSOPHY
MADONNA GREEN WATKINS	JOURNALISM	ENGLISH
ROBERT LEROY WATSON	SPEECH COMMUNICATION	LINGUISTICS
SUSAN MARY WEEKS	ECONOMICS	ENGLISH
CAROL ANN WENGER	ANTHROPOLOGY	HISTORY
GAIL RHONDA WERDE	PSYCHOLOGY	SOCIOLOGY
MICHELE NOELLA WERNER	SOCIOLOGY	AMERICAN STUDIES
MICHELE D WHEELER	PSYCHOLOGY	SOCIOLOGY
DAVID JOHN WHITE	POLITICAL SCIENCE	HISTORY
GAIL P F WHITHAM	PSYCHOLOGY	PHILOSOPHY
GREGORY A WHITTMORE	SPEECH COMMUNICATION	ECONOMICS
BENJAMIN F WIGAL, JR	HISTORY	PHILOSOPHY
STEVEN BRUCE WILLCUT	GEOLOGY	
WIRT HENRY III WILLS	ANTHROPOLOGY	HISTORY
ACELA WILLSON	SPANISH	PHILOSOPHY
ALAN ROYAL WILSON	POLITICAL SCIENCE	HISTORY
RUDOLPH A WICKNDLE	POLITICAL SCIENCE	ECONOMICS
WILLIAM KARL WOOTEN	ENGLISH	JOURNALISM
DAVID EDWARD WUNKER	HIST & GEOG	SUMMARY
STEVEN VINCENT XIMENES	ECONOMICS	ENGLISH
WARREN M YARBROUGH	POLITICAL SCIENCE	HISTORY
JEFFREY A YOUNG	ENGLISH	PSYCHOLOGY
JCE FRANK YOUNG	SPAN & LAT AM	SUMMARY
TERRY ANNE YU	POLITICAL SCIENCE	MATHEMATICS
KEVIN ALAN ZANGARA	HIST & POL SC	SUMMARY
ZACHARY DAVID ZEVE	ANTHROPOLOGY	HISTORY

BACHELOR OF SCIENCE

	MAJOR	MINOR
JAMES S ACKERMANN	MATHEMATICS	PHILOSOPHY
ANTHONY F ALLEN	BIOLOGY	CHEMISTRY
BRADLEY KENT ALLEN	PHYSICS	MATHEMATICS
KERRY MICHAEL ALLEN	BIOLOGY	CHEMISTRY
KELLY LEWIS ARMSTRONG	BIOL & CHEM	SUMMARY
GILBERT GABRIEL BACA	BIOLOGY	CHEMISTRY
EDWARD MARK BARBER	MATHEMATICS	BIOLOGY SCIENCES
JEFFREY ALAN BARNES	PSYCHOLOGY	CHEMISTRY
KATHLEEN BLACKSHEAR	BIOLOGY	PSYCHOLOGY
CHRISTOPHER RUSH BOLT	BIOLOGY	
RONALD ART BOWLIN	GEOLOGY	
EARNEY AVAR BRUMLEY	BIOLOGY	
RICHARD M CALDWELL	BIOLOGY	ECONOMICS
ROSEWELL G CAPRON	BIOLOGY	CHEMISTRY
JOE ELFEGO CARABAJAL	PSYCHOLOGY	BIOLOGY
GEORGE JOHN CECERE	BIOLOGY	ANTHROPOLOGY
MARY FRANCES CHAVEZ	BIOLOGY	ENGLISH
ROBERT F CHISHOLM	BIOLOGY	CHEMISTRY
ABIGAIL TALBOT COOKE	CHEMISTRY	MATHEMATICS
ROBERT C CORDOVA	BIOLOGY	CHEMISTRY
JAMES DAVID DANLEY	BIOLOGY	MUSIC
CHARLES T DAULTON	MATHEMATICS	ECONOMICS
PAUL LEE DELGADO	BIOLOGY	CHEMISTRY
JOHN S DITTMER	MATHEMATICS	BIOLOGY
JAMES STEVEN DIXON	PSYCHOLOGY	COMPUTING & INFOR SCI
ANDREW STEPHEN DRAGER	MATHEMATICS	CHEMISTRY
JEFFREY S DUNNING	MATHEMATICS	SUMMARY
DAVID R ESTERLY	GEOL & ANTH	
JAMES ROBERT EZELL	GEOLOGY	ANTHROPOLOGY
DEBORAH FOSTER	BIOLOGY	BIOLOGY
MACK ALEC FRESQUES	PSYCHOLOGY	BIOLOGY
JIMMY RAY GARCIA	PSYCHOLOGY	CHEMISTRY
TIMOTHY N GARCIA	BIOLOGY	
WILLIAM M B GAVIN	GEOLOGY	
PETER ROBERT GERDEMAN	MATHEMATICS	PSYCHOLOGY
GEORGE ALBERT GESNER	BIOLOGY	BIOLOGY
CHRISTINE P GILLIS	PSYCHOLOGY	BIOLOGY
CARMEN LEA GONZALES	PSYCHOLOGY	CHEMISTRY
DAVID CLARKE GOODNOW	BIOLOGY	CHEMISTRY
LYNN M GOTTSCHLING	BIOLOGY	MATHEMATICS
BRUCE D GRANNEMANN	PSYCHOLOGY	
SCOTT A GRIFFITHS	GEOLOGY	PSYCHOLOGY
NANCY EDITH GUILFOY	BIOLOGY	CHEMISTRY
EUGENE L GUTIERREZ	BIOLOGY	CHEMISTRY
PAUL TERENCE HAGEN	PSYCHOLOGY	CHEMISTRY
WALTICE B HAM, III	BIOLOGY	CHEMISTRY
JANET GROVE HUAGLAND	BIOLOGY	CHEMISTRY
JOHN FRANK HOLMBERG	BIOL & PSYCH	CHEMISTRY
RICHARD E HORN	BIOLOGY	CHEMISTRY
DAVID HARRIS HUDSON	MATH & BIOL	CHEMISTRY

VICTORIA ASCHENBRENNER

FRANCES T. WARD

Eugene L Gutierrez

WILLIAM BRUCE THURWELL

ERNEST L. COCHRAN

FRANCES V. LORIN

ERIC JOHN PETERSON

FRANCOIS W. STEVENSON

CANDIDATES FOR DEGREES, 1977 SPRING

BACHELOR OF SCIENCE

	MAJOR	MINOR
TOM LEIGH JELSO	PSYCHOLOGY	BIOLOGY
ALEXANDER ROBERT JIMENEZ	MATHEMATICS	PHYSICS
SUSAN RUTH JOHNSON	CHEMISTRY	BIOLOGY
ALCEE J JUMONVILLE	BIOLOGY	PHILOSOPHY
ROBERT J KANDROTAS	BIOLOGY	CHEMISTRY
VAUGHAN F KENDALL	BIOLOGY	CHEMISTRY
ELIZABETH ANN KNUDSON	MATHEMATICS	BUS & ADMIN SCIENCES
HENRY TURNER LAQUER	MATHEMATICS	PHYSICS
FREDERICK FRANCIS LENNON	BIOLOGY	CHEMISTRY
STEPHEN ANDREW LEWIS	MATHEMATICS	CHEMISTRY
ROBERT GLENN LOBATO	BIOLOGY	CHEMISTRY
SUSAN MARIE S MANN	COMMON DISORDERS	PSYCHOLOGY
RAYMOND MARTINEZ, JR	BIOLOGY	
CATHERINE W MCCUTCHEN	GEOLOGY	
CARYN M MCHARNEY	BIOLOGY	CHEMISTRY
JON JOSEPH MICHNOVICZ	CHEM & GERMAN	SUMMARY
PRENTICE M MITCHELL	BIOLOGY	CHEMISTRY
CURTIS MICHAEL MOORE	MATHEMATICS	HISTORY
LORENZO OLIVAS	BIOLOGY	CHEMISTRY
DAVID BRUCE ORRELL	CHEMISTRY	MATHEMATICS
MARK JOSEPH OSTROWER	GEOLOGY	
JOHN WEBSTER PARKER	BIOLOGY	GEOLOGY
JAMES CLAYTON PARTCH	MATHEMATICS	ENGLISH
DAVID EDWARD PEDNEAU	BIOLOGY	CHEMISTRY
JEFFREY F PENNEY	PSYCHOLOGY	BIOLOGY
MICHAEL DENNIS PEREA	BIOLOGY	CHEMISTRY
EDWARD S PHINNEY, JR	CHEMISTRY	MATHEMATICS
LOWELL CRAIG PIERSON	GEOLOGY	
TEED STEPHEN PINK	GEOLOGY	
CRAIG HOWARD POLLOCK	PHYS & MATH	SUMMARY
DON KENNETH POULSEN	MATHEMATICS	CHEMISTRY
JOHN KEITH PRENTICE	MATHEMATICS	PHYSICS
JANIS HILDA PRUDHOMME	BIOLOGY	CHEMISTRY
CHARLES P REHBERG	CHEMISTRY	BIOLOGY
ROBERT GOODWYN RHETT, III	BIOLOGY	SPANISH
ROSS W RICHARDSON	CHEMISTRY	MATHEMATICS
CHRIS MELODY ROBERTS	BIOLOGY	CHEMISTRY
MARK ROBERTSON	BIOLOGY	CHEMISTRY
VICTOR RODRIGUEZ	PSYCHOLOGY	BIOLOGY
CARLOS EDWARD RUBIO	BIOLOGY	ENGLISH
MARK A SAAVEDRA	BIOLOGY	ENGLISH
DAVID JEROME SANDERS	PSYCHOLOGY	
PAUL DANIEL SANDS	MATHEMATICS	COMPUTING & INFOR SCI
VANN EDWARD SCHAFFNER	BIOLOGY	ANTHROPOLOGY
ELIZABETH ANN SMITH	PSYCHOLOGY	CHEMISTRY
SUSAN DALE SNOW	BIOLOGY	CHEMISTRY
JOSEPH ANDREW SNYDER	BIOLOGY	CHEMISTRY
LAWRENCE MARK SOLOMON	BIOLOGY	GEOLOGY
KEVAN BARNETT SPRIGGS	BIOLOGY	CHEMISTRY
JANET LOUISE SOUTRES	BIOLOGY	ENGLISH

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ROBERT D. ANDERSON SCHOOL OF BUSINESS & ADM SCI
 BACHELOR OF BUSINESS ADMINISTRATION

MAJOR

DAVID RAY STANG	FINANCIAL MANAGEMENT
JIMMY A TATE	GENERAL MANAGEMENT
DAVID M THOMAS, III	GENERAL MANAGEMENT
DANIEL NELSON THORPE	ACCOUNTING
MARVIN ARNOLD TRUJILLO	GENERAL MANAGEMENT
JOHN RANDY TURNER	ACCOUNTING
GAIL SUZANNE ULREICH	FINANCIAL MANAGEMENT
JOSEPH ALEX VALDEZ	GENERAL MANAGEMENT
KEN VERZAL	GENERAL MANAGEMENT
EVELYN J VIGIL	ACCOUNTING
ALBERT J JR VILLAREAL	ACCOUNTING
GARY DWANE WHEELER	GENERAL MANAGEMENT
HARVEY WALTER WILDS	ACCOUNTING

COLLEGE OF EDUCATION
 BACHELOR OF ARTS IN EDUCATION

MAJOR

MINOR

CJRR IC

RITA HELEN APODACA	ART EDUCATION	SUMMARY	ART ED
DELLA MARIE BACHICHA	SPECIAL EDUCATION	SUMMARY	SPC ED
SOPHIE F BLUCK BERTRAND	SPECIAL EDUCATION	SOCIOLOGY	SPC ED
LISA KIM BLECHINGER	SPECIAL EDUCATION	SPANISH	SPC ED
MARIE CHAVEZ	TESOL	SPANISH	SEC ED
GAIL MARIE CHYNOWETH	SPECIAL EDUCATION	COMMUN DISORDERS	SPC ED
ARNOLD B CORDOVA	SPECIAL EDUCATION	SUMMARY	SPC ED
KATHE CREIGHTNEY	SPECIAL EDUCATION	PSYCHOLOGY	SPC ED
CEBORAH DENISE CROW	ENGLISH	SOCIOLOGY	SEC ED
JANE A DAVIDSON	ART EDUCATION	SUMMARY	ART ED
DOLORES M GABALDON	SPECIAL EDUCATION	SUMMARY	SPC ED
THOMAS D GABALDON	SPECIAL EDUCATION	SUMMARY	SPC ED
SAMMY C GARCIA	SPECIAL EDUCATION	SUMMARY	SPC ED
PETER WAYNE GESLER	ENGL & ANTH	SUMMARY	SEC ED
JAY MAXWELL IHRIG	ART EDUCATION	SUMMARY	ART ED
MARYCLARE JANOWSKI	ART EDUCATION	SUMMARY	ART ED
JUMANNA JAZAIRI	SPECIAL EDUCATION	SUMMARY	SPC ED
LUCY AMARANTH JONES	SPECIAL EDUCATION	COMMUN DISORDERS	SPC ED
VANESSA JONES	SPECIAL EDUCATION		SPC ED
KATHERINE F JUANCHO	SPECIAL EDUCATION		SPC ED
TERESA M KENDRICK	SPECIAL EDUCATION	PSYCHOLOGY	SPC ED
LORIN CRAIG KIMMICK	ART EDUCATION	SUMMARY	ART ED
MICHELLE K LEMAIKE	COMMON ARTS COMPOSITE	SPEECH COMMUNICATION	SEC ED
AMY LAURA LUTHKINGER	HISTORY	ENGLISH	SEC ED
CECILIA MARIE MAESTAS	SPECIAL EDUCATION	PSYCHOLOGY	SPC ED
STEPHEN K U MAO	ART EDUCATION	SUMMARY	ART ED
MARY CAROL MCBRIDE	SPECIAL EDUCATION	RECREATION	SPC ED
MARY MCCAW MCCLELLAND	ART EDUCATION	SUMMARY	ART ED
SHARON M MCCONNELL	SPEECH COMMUNICATION	MUSIC	SEC ED
JAMES EDWIN MILLER	ART EDUCATION	SUMMARY	ART ED
NGRMAN LEONARD MILLS	SPECIAL EDUCATION		SPC ED

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Faded table with columns for names, majors, minors, and curricula. Includes names like 'DENY DORIZE WET' and 'AMINEMLY OHTED'.

CANDIDATES FOR DEGREES, 1977 SPRING

BACHELOR OF SCIENCE IN EDUCATION

Main table listing candidates for Bachelor of Science in Education. Columns include Name, Major (Elementary Education), Minor (e.g., Art Education, Health Education), and Curric (e.g., EL ED, SEC ED). Includes name 'LOUISE MSCURTAIN'.

NAME	MAJOR	MINOR	CJRRIC
JUDITH ANN BUCKLEY	HEALTH EDUCATION	BIOLOGY	H ED
JOYCE MARIE GILBERT	HEALTH EDUCATION	PSYCHOLOGY	H ED
ELIZABETH PURTYMUN-SMITH	HEALTH EDUCATION	SUMMARY	H ED
MARGARET ANN WAGNER	HEALTH EDUCATION	BIOLOGY	H ED

BACHELOR OF SCIENCE IN HEALTH EDUCATION

NAME	MAJOR	MINOR	CJRRIC
JUDITH ANN BUCKLEY	HEALTH EDUCATION	BIOLOGY	H ED
JOYCE MARIE GILBERT	HEALTH EDUCATION	PSYCHOLOGY	H ED
ELIZABETH PURTYMUN-SMITH	HEALTH EDUCATION	SUMMARY	H ED
MARGARET ANN WAGNER	HEALTH EDUCATION	BIOLOGY	H ED

BACHELOR OF SCIENCE IN HOME ECONOMICS

NAME	MAJOR	MINOR	CURRIC
TASIA N ARGEANAS	DIETETICS	SUMMARY	HOME EC
MARY PATRICIA BAILEY	DIETETICS	SUMMARY	HOME EC
BETTY JANE BLACKWELL	DIETETICS	SUMMARY	HOME EC
SUSAN HARRIS BRAMMER	DIETETICS	SUMMARY	HOME EC
MARCIA BUCH	DIETETICS	SUMMARY	HOME EC
MARY CAROLYN DUGGINS	DIETETICS	BIOLOGY	HOME EC
DANA KATHLEEN FELLMAN	DIETETICS	BIOLOGY	HOME EC
SUSANNE ELAINE FUGERE	DIETETICS	SUMMARY	HOME EC
MANUEL PURRAS JASSO	DIETETICS	SUMMARY	HOME EC
ROBIN SHARON PAIKEN	DIETETICS	SUMMARY	HOME EC
ANNA MAY KAISER PEETZ	DIETETICS	SUMMARY	HOME EC
SHARON L PURTER	DIETETICS	SUMMARY	HOME EC
CYNTHIA P RAGLIN	DIETETICS	BIOLOGY	HOME EC
LEEANNA ZDUNEK	DIETETICS	CHEMISTRY	HOME EC

BACHELOR OF SCIENCE IN HOME ECONOMICS EDUCATION

NAME	MAJOR	MINOR	CURRIC
SYLVIA ANNE ARROYO	HOME ECON EDUCATION	SUMMARY	H EC ED
SUSAN DEXTER CHANEY	HOME ECON EDUCATION	SUMMARY	H EC ED
SHERRI LYNN CHRISTENSEN	HOME ECON EDUCATION	SUMMARY	H EC ED
LENORE M ESPARZA	HOME ECON EDUCATION	SUMMARY	H EC ED
CROTHY J HAKENSON	HOME ECON EDUCATION	SUMMARY	H EC ED
PEGGY JO HANSEN	HOME ECON EDUCATION	SUMMARY	H EC ED
R CHARLEENE M LENNOX	HOME ECON EDUCATION	MUSIC EDUCATION	H EC ED
JCYCE ELAINE MAURIO	HOME ECON EDUCATION	SPANISH	H EC ED
ETHEL MANUELITO MORRIS	HOME ECON EDUCATION	SUMMARY	H EC ED
MARCIA DONNA MORSE	HOME ECON EDUCATION	SUMMARY	H EC ED
MARSHA LYNN NICHOLS	HOME ECON EDUCATION	PSYCHOLOGY	H EC ED
ROBERTA MAE ROCKUS	HOME ECON EDUCATION	SUMMARY	H EC ED
LINDA SUE SEIBERT	HOME ECON EDUCATION	SUMMARY	H EC ED
MINNIE TSINHNAHJINNIE	HOME ECON EDUCATION	SUMMARY	H EC ED
GEORGANN VONH-HUENE	HOME ECON EDUCATION	SUMMARY	H EC ED
CYNTHIA JANE WILSON	HOME ECON EDUCATION	SUMMARY	H EC ED
LOUISE ELLEN WINDHAM	HOME ECON EDUCATION	SUMMARY	H EC ED

LOUISE PAYS

NAME	MAJOR	MINOR	CURRIC
FERRIS ALVA KIMMIM
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Candidates in Science in Home Economics Education

NAME	MAJOR	MINOR	CURRIC
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Candidates in Science in Home Economics Education

NAME	MAJOR	MINOR	CURRIC
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CANDIDATES FOR DEGREES, 1977 SPRING

BACHELOR OF SCIENCE IN INDUSTRIAL EDUCATION

NAME	MAJOR	MINOR	CURRIC
DAVID WILLIAM HILL	INDUSTRIAL EDUCATION	SUMMARY	SEC ED
RAYMOND E INGRAM	INDUSTRIAL EDUCATION	SUMMARY	SEC ED
CHARLES EDWARD MEKETA	INDUSTRIAL EDUCATION	SUMMARY	SEC ED
DAVID RAMON MONTANQ	INDUSTRIAL EDUCATION	SUMMARY	SEC ED

BACHELOR OF SCIENCE IN PHYSICAL EDUCATION

NAME	MAJOR	MINOR	CURRIC
NANCY JEAN BARRON	PHYSICAL EDUCATION	HEALTH EDUCATION	P E
THEA BERG	PHYSICAL EDUCATION	PSYCHOLOGY	P E
MICHELE R BUCHKOSKI	PHYSICAL EDUCATION	HEALTH EDUCATION	P E
CAROL ELAINE COLE	PHYSICAL EDUCATION	BIOLOGY	P E
MAURICE JOE CORDOVA	PHYSICAL EDUCATION	BIOLOGY	P E
MARTHA JANE COTNER	PHYSICAL EDUCATION	HISTORY	P E
DOUGLAS WARD DAY	PHYSICAL EDUCATION	HEALTH EDUCATION	P E
CECILIA MARIE DURKON	PHYSICAL EDUCATION	HEALTH EDUCATION	P E
LARRY HOWARD FEISE	PHYSICAL EDUCATION	BIOLOGY	P E
THOMAS M FERGUSON	PHYSICAL EDUCATION	BIOLOGY	P E
RICHARD EDWARD GIESE	PHYSICAL EDUCATION	SUMMARY	P E
MARGARET GONZALES	PHYSICAL EDUCATION	RECREATION	P E
ROBERT RIDGWAY HAINES	PHYSICAL EDUCATION	HEALTH EDUCATION	P E
CHRISTOPHER HOPKINS	PHYSICAL EDUCATION	RECREATION	P E
MICHAEL E HOPKINS	PHYSICAL EDUCATION	RECREATION	P E
SUSAN JANE KELT	PHYSICAL EDUCATION	RECREATION	P E
FREIDA J KLOOSTERMAN	PHYSICAL EDUCATION	MUSIC	P E
KIMBERLEY ANN KREMER	PHYSICAL EDUCATION	RECREATION	P E
CONNA LYNN KUTARNIA	PHYSICAL EDUCATION	RECREATION	P E
BARBARA J MIGLIONICO	PHYSICAL EDUCATION	HEALTH EDUCATION	P E
CARLA JEANNE MUIR	PHYSICAL EDUCATION	BIGLOGY	P E
CCLORES NUANES	PHYSICAL EDUCATION	HEALTH EDUCATION	P E
EUGENE MARK PINO	PHYSICAL EDUCATION	BIOLOGY	P E
PAMELA L SCHNEIDER	PHYSICAL EDUCATION	PSYCHOLOGY	P E
JOSEPH S STRICKLER	PHYSICAL EDUCATION	BIOLOGY	P E
GEORGE LOUIS TOWNLEY	PHYSICAL EDUCATION	BIOLOGY	P E
ANTHONY R TRUJILLO	PHYSICAL EDUCATION	HEALTH EDUCATION	P E

COLLEGE OF ENGINEERING BACHELOR OF ENGINEERING

NAME	MAJOR	MINOR	CURRIC
BRUCE LYNN BAKER
RANDOLPH GLENN BERES
MARLOWE W ELDRIDGE
CHARLES R FARMER
PETER ROBERT GERDEMAN
DONNA PEARL GUBER

DONALD RAY BOHANNAN
 THOMAS A ENGEL
 CHARLES H FINK, JR
 LOUIE G GARCIA
 RICHARD VERLON HALV
 WILLIAM JEFFERY HANKS
 ROBERT E HAWTHORNE
 LARRY CLIFFORD HINER
 ANDRE P HOULE
 JCE DUANE LUEHRING
 KATHLEEN G MCCAUGHEY
 DEAN ALLEN MILLIGAN
 BALTAZAR EFREM N NJAU
 STEPHEN RODGERS PRICE
 JOHN SAMUAL KREL
 WILLIAM JAMES RAHR
 DAVID J RODRIGUEZ
 ALBERT JOHN ROMERO
 ROBERT B KYALS
 ROBERT E SCHENK, JR
 DAVID BRIAN WHITE
 DOUGLAS ARTHUR WOOD

COLLEGE OF ENGINEERING
 BACHELOR OF ENGINEERING

NAME	DEGREE	CLASS	STATUS
GEORGE JIRI HAVLIK	Bachelor of Engineering	1977 Spring	Completed
RALPH KENNEDY LARSON	Bachelor of Engineering	1977 Spring	Completed
JOHN DAVID LAWHORN	Bachelor of Engineering	1977 Spring	Completed
JAMES ERVIN MALLOCH	Bachelor of Engineering	1977 Spring	Completed
CAROL SUE MERRY	Bachelor of Engineering	1977 Spring	Completed
KENNETH E PARKER	Bachelor of Engineering	1977 Spring	Completed
JOSEPH DANNY SALAZAR	Bachelor of Engineering	1977 Spring	Completed
DONALD TERRY	Bachelor of Engineering	1977 Spring	Completed

NAME	DEGREE	CLASS	STATUS
RUSSELL S DAYHOFF	Bachelor of Science	1977 Spring	Completed
ROBERTU NISHIYA	Bachelor of Science	1977 Spring	Completed
DOUGLAS M PREISER	Bachelor of Science	1977 Spring	Completed

COLLEGE OF ENGINEERING
 BACHELOR OF SCIENCE

GEORGE JIRI HAVLIK
 RALPH KENNEDY LARSON
 JOHN DAVID LAWHORN
 JAMES ERVIN MALLOCH
 CAROL SUE MERRY
 KENNETH E PARKER
 JOSEPH DANNY SALAZAR
 DONALD TERRY

BACHELOR OF SCIENCE

RUSSELL S DAYHOFF
 ROBERTU NISHIYA
 DOUGLAS M PREISER

BACHELOR OF SCIENCE IN CIVIL ENGINEERING

RONALD RAY BOHANNAN
 THOMAS A ENGEL
 CHARLES H FINK, JR
 LOUIE G GARCIA
 RICHARD VERLON HALV
 WILLIAM JEFFERY HANKS
 ROBERT E HAWTHORNE
 LARRY CLIFFORD HINER
 ANDRE P HOULE
 JCE DUANE LUEHRING
 KATHLEEN G MCCAUGHEY
 DEAN ALLEN MILLIGAN
 BALTAZAR EFREM N NJAU
 STEPHEN RODGERS PRICE
 JOHN SAMUAL KREL
 WILLIAM JAMES RAHR
 DAVID J RODRIGUEZ
 ALBERT JOHN ROMERO
 ROBERT B KYALS
 ROBERT E SCHENK, JR
 DAVID BRIAN WHITE
 DOUGLAS ARTHUR WOOD

DAVID EUGENE EMERSON
DAVID G HILDRETH
DAVID BRUCE JEKGER
STEVEN WILLIAM NIETO
MATTHEW J RIDDIFORD
RANDAL S TOMLINSON
KENNETH EUGENE ZAMORA

BACHELOR OF SCIENCE IN CHEMICAL ENGINEERING

ALAN BLAIR BATES
GORDON JAMES BROWN, JR
SHARON DOLORES T BROWN
WOLFGANG DWORZAK

BACHELOR OF SCIENCE IN ELECTRICAL ENGINEERING

JOSEPH LAWRENCE ABEL
DANIEL LEE ARNTZEN
ALBERT BECENTI
PAUL FREDERICK BIRD
LYNN STEPHEN CUPP
ALLEN EDWARD DILLEY
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ASSOC. ASSOCIATE OF SCIENCE IN PRE-ENGINEERING

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ALBERT CASTULO LUJAN
PETER F MCDONALD

ASST. SEC. SECRETARIAL STUDIES AND OFFICE SUPERVISION
ASSOC OF ARTS IN SECRETARIAL STUDIES & OFFICE S

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ELISSA CUNDIFF DEEVER
STELLA LOUISE HANNA
ELIZABETH ANN HILL
CATHY MARIE SANCHEZ
PAMELA DIANE SCOTT
DEBRA SUE C TIXIER

DEAN J. L. LINDEN
VIRGINIA M. BROWN
WILLIAM M. BROWN
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ASSOCIATE OF SCIENCE IN INSTRUMENTATION ENGINEERING

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KEITH ALAN TAKACH
MIKE DAVID ULIBARRI

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LCUANNE LUJAN
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LISA E TRUETT VARGO
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MARGARET LUCILLE MARINO
IRENE MARTINEZ MIRABAL
LCURDES L SANCHEZ
MARY SANDU TUYA

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MELBA COOPER
CANDACE HILYER DECORAH
KAREN STEWART FRITCHLEY
DEBORAH ANN GARCIA
NANCY JEANETTE GRICE
ELVIRA T. JOHNSON *
BERNADETTE M MARTINEZ
FREDDALE SUZANNE MORRIS
KATHLEEN OPPENHUIZEN
MARY L PARKHURST
PATRICIA ANN PEEL
KATHLEEN A ROMERO
CYNTHIA ANN SHIPE
DEBORAH M QUICK SILVA
VICTORIA C ZUNIE

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DATE: February 2, 1977

TO: Members of the University Faculty

FROM: John N. Durrie, Secretary, and the Committee of Five

SUBJECT: Proposed Procedural Changes in Faculty Constitution

The establishment of the Faculty Senate and the resulting changes in the frequency of faculty meetings have pointed out the necessity of a minor procedural change in the Faculty Constitution, and we would like to ask that this change be introduced on February 15, with final action at the next regular meeting (in May) and subsequent ratification by the Regents.

Article I, Sec. 7(b) of the Faculty Constitution relates to the nomination and election of the Academic Freedom and Tenure Committee for the following year and presently reads as follows:

"...Nominations shall be made from the floor at the regular faculty meeting preceding the election meeting. Additional names may be placed in nomination by written petition signed by five members of the Voting Faculty presented to the Faculty Secretary at least ten days before the scheduled election meeting. Election of regular Committee members and alternates shall be at a regular faculty meeting during the second semester of each academic year. Election of regular members and alternates shall be by a single preferential ballot. The term of service...."

With nominations being made at the February 15 meeting, the next regular meeting of the Faculty would not be until May when Semester II degree candidates are approved. This is much too late for the election of AF&TC members to be held, since the election results are needed by the Senate Operations Committee at least six weeks earlier in preparing its slate of standing committees for 1977-78. Since it does not seem reasonable to call a special meeting of the Faculty for the election, we would like to propose that the election be held by a mail ballot to be distributed to all voting members (accompanied by biographical sketches of the nominees) within a few days after the nomination meeting. At the May meeting, the amendment could be discussed for the required second time, hopefully approved, and sent to the Regents for ratification. At the May meeting the Faculty would also be asked to ratify the results of the mail ballot for the AF&TC election.

The two advantages of this change would be that all faculty members - not just those at the election meeting - would have an opportunity to vote and also that the Senate committee charged with making standing committee nominations in May for the following year would know of the election results in ample time to avoid making other key committee assignments for those elected.

We would suggest deleting the second sentence in the above quote. There would no longer be an election meeting if our recommendation is adopted, and if memory serves, there has never been such a nomination, by petition, following the nomination meeting.

We would like, therefore, to recommend the above procedure for this year, and to change Article I, Sec. 7(b) -- quoted above -- to read as follows:

"...Nominations shall be made from the floor at the February meeting of the Faculty. Election shall be by a mail preferential ballot, distributed by the Secretary soon after the nomination meeting, and accompanied by biographical sketches of the nominees, to all members of the Voting Faculty. The term of service...."

JND:ef

Elections to Academic Freedom and Tenure Committee by mail ballot
Distributed on February 20, 1977:

Regular members (1977-79)

Professor Auger
Professor Fink
Professor Frieda Gehlen
Professor Green

Alternates (1977-78)

Professor Daniel
Professor Estes
Professor Ju
Professor Maes
Professor Stahl

Proposed Revision of the Policy on Academic Freedom
and Tenure

[Delete present sections 3, 4, and Tenure Position Plan, and re-number subsequent sections accordingly.]

Section 3(a). Temporary Appointments. Temporary one-year appointments may be made for faculty members appointed as visiting professors, to fill positions on soft money, to replace faculty members on leave, or whenever an appointment has to be made so late that normal search procedures cannot be followed. With the exception of appointments made without a normal search procedure, faculty members on such appointments may be reappointed for a second or third year if mutually agreeable to the faculty member and the department and college involved, or they may be reappointed under a term appointment. Full-time, temporary appointments shall not normally lead to permanent tenure. They shall not exceed a total of three years except in the case of (i) a faculty member making reasonable progress toward an advanced degree at this University, outside the department of employment, (ii) a faculty member on a terminal or a notice contract.*

(b). Probationary Appointments. The probationary period shall constitute the time during which a person's fitness for permanent

*A terminal contract is one which follows a negative decision on the retention of a faculty member. A terminal contract is the last contract a faculty member may receive for a faculty position at this University. A notice contract is a one-year contract issued to a faculty member which the University wishes to retain but cannot, at the moment, for financial or similar reasons. If circumstances change, faculty members with notice contracts may be offered more permanent contracts. In this event, the year served on a notice contract shall become part of the faculty member's long-term, normal service.

tenure is under scrutiny. Probationary appointments shall normally lead to permanent tenure. Initial probationary appointments are normally made only at the associate and full professor level. The maximum probationary period shall be four years for associate professors and three years for full professors. These maximum periods will be increased by one-half year for appointments commencing in Semester II.

The normal initial appointment for the junior ranks is a term appointment. A faculty member given a second term appointment becomes a faculty member on probationary status and a tenure decision must be made for that faculty member in the third year of the second term appointment. Faculty members initially appointed at a junior rank will thus normally serve six years, the last three of which are probationary, before a final tenure decision is made.

(c) By written agreement with the appointee and with the consent of a majority of the tenured members of the department or non-departmentalized college, the probationary period may be reduced below the maximum periods given in 3(b) if the faculty member's qualifications warrant such reduction. In exceptional cases and with the consent of a majority of the tenured members of the department (or non-departmentalized college), tenure may be recommended on appointment.

(d) Once established, the duration of the probationary period shall not normally be extended. The running of the probationary period shall, however, be suspended when a faculty member is on leave of absence for work on an advanced degree and may be suspended in cases where an absence from campus would demonstrably interfere with the

proper evaluation of the member's progress toward permanent tenure in the opinion of the dean and a majority of the tenured members of the department.

Since tenure is granted only at the end of the academic year, a one-semester leave for which running of the probationary period is suspended will normally result in delaying the granting of tenure by a full year.

(e) Part-time service shall not be considered as probationary service leading to the possibility of tenure.

(f) A faculty member with tenure who resigns from the University and is rehired within three years as a full-time member of the same department shall have tenure upon return. If a faculty member is rehired by the same department after more than three years' absence, a probationary period may be required, at the discretion of the department. This probationary period must be approved by the Committee on Academic Freedom and Tenure. If a tenured faculty member resigns from the University and is rehired as a full-time member of another academic department, the faculty member may be given not more than a one-year probationary period at the discretion of the department.

A faculty member with tenure who leaves an academic department to accept full-time employment by the University in an administrative capacity shall retain tenured status in the academic department.

(g) Probationary Reviews: Tenured faculty members, especially department chairpersons, are reminded that their participation in all

tenure review procedures, and particularly in the two full, formal reviews (outlined in sections 3(g)(ii), 3(g)(iii), and 4(c)) is one of the most serious of their duties and responsibilities. They are also reminded that tenure should be granted only to faculty members who have demonstrated excellence in the performance of their professional duties; mere adequacy or inoffensiveness do not constitute sufficient grounds for the award of tenure. All reviews should include evaluation of teaching by at least students and peers.

(i) Annual Review: The progress toward permanent tenure of each faculty member on probationary status shall be reviewed annually by the department chairperson, in consultation with at least those department members best acquainted with the probationary member's work. Such reviews shall evaluate the probationary member's progress in light of the section "Bases for Appointment, Tenure, and Promotion" (pp. 52-54), and of standards of excellence prevailing in that discipline, department, and college. The outcome of each review shall be discussed with the probationary member.

In addition to annual reviews, more thorough and formal written evaluations shall be conducted as outlined below.

(ii) Mid-probationary Review:* Midway through the probationary period, it is mandatory that a full review report be

*This review procedure shall also be implemented for a faculty member in the third year of an initial term appointment. If the faculty member receives a second term appointment, the third year review shall become that faculty member's mid-probationary review.

made for all probationary faculty members. The chairperson, after discussion (written comments may or may not be employed) with at least the tenured members of the department, shall conduct a thorough review of the probationary member's progress along lines similar to those outlined for annual reviews. This review shall identify, in reasonable detail, the areas of strength and weakness of the probationary member. The chairperson shall send a full written report on this review, including a summary of all the evaluations of the faculty members consulted, to the dean of the college. The dean shall, in the light of standards of excellence necessary for the award of tenure at the college level, but bearing in mind the need for flexibility of standards of judgment both within and between disciplines, add an assessment of the probationary member's progress to the report of the chairperson and forward it to the Associate Provost/Dean of Faculties.* Similarly, the Associate Provost/Dean of Faculties shall add an assessment to the report and forward it to the Provost, who shall add an assessment.

A full mid-probationary review report shall, therefore, consist of the evaluations of the chairperson, the dean, the Associate Provost/Dean of Faculties, and the Provost. The review process shall be considered complete only when copies of the full report have been received by the probationary member and the department chairperson.

It is not anticipated that probationary members will necessarily have attained the standards required for the award of tenure by the

*For faculty members in the Health Sciences, the Vice-President for Health Sciences shall perform those functions assigned in this policy to the Associate Provost/Dean of Faculties.

time of their mid-probationary review. The aim of the required identification of the strengths and weaknesses of the probationary member is to give that member a clear picture of the performance levels by which he or she is to be judged and to offer the opportunity to correct deficiencies in the second half of the probationary period. The existence of some identified deficiencies in this review shall be considered normal, and this alone shall not be the basis for action against the probationary member.

(iii) Tenure Review: In the final year of the faculty member's probationary period, it is mandatory that a full review report be made. The chairperson shall conduct a thorough review of the member's fitness for tenure along the same lines as those of the mid-probationary review. The full mid-probationary report shall be taken into consideration by the tenured faculty of the department in this process. The chairperson, after discussion with at least the tenured faculty of the department (written comments may or may not be employed), shall recommend to the dean that the probationary member be given tenure or not. The chairperson's recommendation to the dean shall be accompanied by a full, written evaluation report including at least a summary of the evaluations of all faculty members consulted. Should the chairperson's recommendation be negative, the probationary member shall be notified immediately and in writing by the chairperson and shall have 10 working days to present a case for retention to the dean before the latter acts on the chairperson's recommendation.

The dean shall normally abide by the chairperson's recommendation. If the dean decides not to follow this recommendation, the dean shall immediately and in writing inform both the probationary member and the chairperson so that both may have 10 working days in which to present their cases to the Associate Provost/Dean of Faculties before a recommendation is made to the Provost. Further, if the dean decides not to follow the recommendation of the chairperson, the dean shall provide the probationary member and the chairperson with a written statement of reasons. This statement may be used in any case made before the Associate Provost/Dean of Faculties or before the Provost. Similarly, if the Associate Provost/Dean of Faculties decides not to follow the recommendation of the chairperson or the dean, the Associate Provost/Dean of Faculties shall provide a written statement of reasons to the faculty member, the department chairperson and the dean.

The final decision on the award of tenure shall be made by the Provost (prior to June 30 of the final year of the probationary period), exercising the personnel authority of the Regents delegated by them for this purpose. The Provost shall normally abide by the recommendation of the chairperson forwarded by the dean. If the Provost considers not following the recommendation in which the dean and chairperson have concurred, the Provost shall immediately and in writing inform the probationary member and the officers involved in the decision. The probationary member and the officers involved shall have 10 working days to present their cases to the Provost before the final decision is made. If the Provost does not follow the recommendation of the chairperson in making the final decision,

the Provost shall provide the probationary member and the officers involved in the decision with a written statement of the reasons. This statement may be used by the probationary member and/or the chairperson, should either wish to appeal the final decision.

The probationary member and/or department shall have ten working days from the receipt of any written reversal in which to initiate any appeal.

The tenure review process shall be considered complete only when the Provost, in writing, informs the probationary member and the chairperson of the final decision. The time of completion must conform to the provisions for notice in Section 5.

If awarded, tenure shall be effective immediately upon the faculty member's acceptance of the next contract.

Section 4. Term Appointments. The normal initial full-time appointments at the instructor and assistant professor levels will be a term appointment of three years. Faculty members with initial term appointments can expect to be employed, barring conditions over which the institution has no control, for a period of three years provided the faculty member's performance continues to be satisfactory. The term appointment was devised in response to the concerns voiced about the need to maintain flexibility in University programs. It is recognized, however, that the system of term appointments must avoid the creation of a stratum of second-class faculty members with minimal security and incentive. It is in the best interests of this institution that high-quality faculty members be retained and eventually granted tenure, and it is thus anticipated that most

faculty members deemed worthy of retention can be retained on a second, three-year, probationary appointment.

(a) Faculty members with initial term appointments can expect to be employed from year to year for a period of three years provided the member's performance continues to be satisfactory.

(b) The department chairperson shall conduct an annual review of the faculty member's performance as outlined in 3(g) (i).

(c) First Term Review: In the third year of the first term appointment, evaluation of the faculty member, with written reports, as provided for in 3(g) (ii) shall be conducted. In addition to conforming to the requirements and procedures in 3(g) (ii), the first term review shall also take into consideration the needs of the department, the College, and the University for flexibility.

1. The department and/or college concerned shall no later than December 1 of the third year make a decision--favorable or not favorable--with respect to the performance of the faculty member during the two years and three months served.

2. A recommendation based upon this decision shall be sent immediately by the dean to the Associate Provost/Dean of Faculties who in turn shall at this time make the final decision with respect only to the faculty member's performance, and shall so notify the faculty member no later than December 15 of the third year. If this decision by the Associate Provost/

Dean of Faculties about performance is favorable, the faculty member shall be notified that he or she will receive a second three-year appointment if the University's need for flexibility permits. If the decision about performance is negative, the faculty member shall be notified that the current contract (in effect during the third year) will be a terminal one at the University.

3. If the University's need for flexibility requires that a faculty member judged worthy of retention not be retained, the Provost must explain to the Senate Faculty Welfare Committee why there is a need for flexibility regarding this particular position, and show that the administration's plans for the academic and fiscal future of that position are reasonable.

4. If the Provost decides that the University's need for flexibility requires that the faculty position in question must be eliminated, shifted within the department, or shifted to another department or college, and/or if the Provost determines that because the percentage of tenured positions (or a combination of tenured and probationary positions) in the department is so high as to make it unwise to authorize an additional probationary appointment, the Associate Provost/Dean of Faculties shall notify the dean, department chairperson, and faculty member concerned as early in the third year as possible but no later than June 30 of the third year of an initial three-year term appointment. A faculty member whose performance shows excellence or promise of excellence but

whose employment will not be continued because a position is being eliminated, shifted within a department or to another department or college will be offered a notice contract for one additional year of employment beyond the initial three-year appointment.

(d) A faculty member offered a second three-year appointment shall, from the beginning of the fourth year of service, become a faculty member in probationary status. The first term review shall be considered the mid-probationary review, and the faculty member shall come under the appropriate provisions and procedures of Section 3 of this policy. Accordingly, a tenure review, as provided for in 3(g)(iii) shall be conducted during the third year of the second, three-year, probationary appointment.

(e) No faculty member on an initial term appointment may be appointed at or promoted to a rank higher than that of assistant professor. A faculty member granted a second, three-year, probationary appointment may be promoted according to the requirements and procedures outlined in the promotion policy.

Section 5. Decision Dates and Dates of Notice.

(a) Written notice that a faculty member in probationary status is or is not to be continued in service will be given to the faculty member not later than June 30 of the final year of the predetermined probationary period. If the decision is positive, the faculty member shall have tenure effective July 1 of the fiscal year

following the probationary period. If the decision is negative, the faculty member will be offered a terminal one-year appointment in the fiscal year immediately following the probationary period.

(b) For Members on a First Three-Year Term Appointment:

Written notice that a faculty member on a first three-year term appointment is not to be continued in service will be given to the faculty member according to the following minimum periods of notice: (1) not later than March 31 of the first academic year of service, (2) not later than December 15 of the second academic year of service, (3) according to the notice procedures, dates, and provisions set forth for the third year of such service in Section 4(c) above.

(c) Full-time Lecturers: Written notice that a faculty member serving as a full-time lecturer is not to be continued in service will be given according to the following minimum periods of notice: (1) not later than March 31 of the first academic year of service, (2) not later than December 15 of the second or subsequent academic year of service.

(d) At any point during the first term appointment or during the probationary period, a department chairperson may recommend that a term appointee or probationary faculty member not be continued in

service. If, after consulting with at least the tenured members of the department (and usually also after obtaining data from the other sources of information listed on pages 53 and 54 of this Faculty Handbook), the chairperson decides to recommend to the dean that a faculty member in probationary or term status not be continued in service, the chairperson shall notify the faculty member in writing. If requested by the faculty member, the chairperson shall indicate in writing the reason for the decision. The faculty member shall have ten working days in which to request a reconsideration before the chairperson sends the recommendation to the dean. If no such request is made, or if the chairperson, after reconsideration, decides to forward a negative recommendation to the dean, the chairperson shall do so in writing, enclosing all materials relevant to the decision. Simultaneously, the chairperson shall notify the faculty member in writing that the negative recommendation has been sent to the dean and shall provide the faculty member with a copy of the negative recommendation. The faculty member shall have ten working days in which to appeal to the dean before the latter acts on the chairperson's recommendation. If no appeal is made to the dean, or if, despite an appeal, the dean concurs in the departmental recommendation, the dean shall forward the negative recommendation in writing to the Associate Provost/Dean of Faculties, enclosing all materials relevant to the decision. Simultaneously, the dean shall notify the faculty member in writing that the negative recommendation has been forwarded and shall provide the faculty member with a copy of the negative recommendation. The faculty member shall have ten working days in which to appeal to the Associate Provost/Dean of Faculties. If no

appeal is made, or if, despite an appeal, the Associate Provost/Dean of Faculties concurs in the chairperson's and dean's recommendation, the faculty member should be sent final notification regarding nonrenewal of contract, such notification being within the time limits set forth in Section 5 of this policy.

The following statement is proposed to replace Sections 8, 21, and 22 of the existing Policy on Academic Tenure and Freedom.

Section 8: Preliminary Proceedings

When a question ^{who has tenure} arises concerning the termination of the service of a faculty member, ~~or failure to renew a term contract~~, or when any faculty member is charged with acting contrary to the provisions of the

Statement on Professional Ethics (Appendix V), the matter first shall be brought to the attention of that faculty member's chairperson and/or dean. If the matter is not resolved at that level, the complaint may be directed to the next direct authority. If a resolution is still not effected, the issue shall proceed through the normal University channels up to, and including, the President of the University. At every stage the appropriate administrative officer shall discuss the matter with the faculty member involved in a personal conference and notify him or her of any proposed action. The matter may be concluded at any point in this process by mutual consent. However, complaints regarding grades or improper considerations in course requirements shall be handled in accordance with the procedures established under the Policy on Student Standards and Grievances.

(b) If the matter is not so concluded, the President shall call a panel consisting of three members of the Faculty Ethics and Advisory Committee, chosen by the Committee, to investigate the allegations. The panel shall privately consult with the President, the faculty member, the complainant, and others, and shall proceed informally to effect an adjustment if possible. If an adjustment cannot be made, the panel shall recommend appropriate administrative action to the President and shall notify the faculty member involved of its recommendations.

(c) If the panel recommends administrative action less than termination and the President concurs, the faculty member shall have the right of appeal to the Committee on Academic Freedom and Tenure under the provisions dealing with "Non-terminal Violations." In this case the administrative action shall be delayed until disposition has been made of the appeal.

If the panel and the President disagree, the issue shall be referred to the Committee on Academic Freedom and Tenure for a formal investigation of the matter.

(d) If the matter is sufficiently serious in the opinion of the panel or of the President to warrant termination, such action shall be conducted under the procedure established in this statement of Policy.

(e) In cases where a Graduate, Teaching, Research, or Project Assistant is charged with unethical behavior in the course of his or her instructional or research-related duties, he or she shall be treated as a faculty member for purposes of this policy.

Section 21: The Faculty Ethics and Advisory Committee. The Faculty Ethics and Advisory Committee shall consist of seven members of the University Faculty, six of whom shall be nominated by the Senate Executive Committee, with additional nominations from the floor of the Senate, to be elected by secret ballot by the Senate. The seventh member shall be a Senator, nominated by the Senate Executive Committee and confirmed by the Senate.

Section 22: The Faculty-Administrative Advisory Committee. The Faculty-Administrative Advisory Committee shall consist of the members of the Faculty Ethics and Advisory Committee and two persons appointed by the President.

PROPOSAL FOR IMPLEMENTATION OF

ACADEMIC RANK AND TENURE FOR THE FACULTY OF GALLUP BRANCH, UNM

1. Eligibility for and admission to tenure.

¹The basic principles upon which UNM's present Policy on Academic Freedom and Tenure is based shall apply to the Gallup Branch as well as to the main campus in Albuquerque. In the implementation of this policy at the Branch, however, it will be necessary to use some slightly different criteria for the achievement of academic tenure. These differences are described below. ~~It should be noted that the recently approved Tenure Position Plan is applicable at the Gallup Branch.~~

As at the main campus, some full-time probationary appointments (those leading to tenure) may be made at the Gallup Branch, but because of the differences and changing nature of instructional requirements at the Gallup Branch, a larger percentage of temporary and term appointments will be made there than on the main campus.

There will be four types of appointment available at the Branch: (1) three-year term appointments; (2) full- or part-time appointments continuing on a year-to-year basis; (3) probationary appointments; and (4) tenure appointments.

Faculty members, other than lecturers, at the Gallup Branch on full-time non-temporary appointments continuing on a year-to-year basis may request to enter the tenure system by transferring to a probationary appointment. ²Upon appointment of faculty members to positions leading to tenure, probationary periods shall be established, and the usual ~~annual~~ reviews, as described in the Academic Freedom and Tenure Policy, shall be conducted. Failure to achieve tenure at the conclusion of a probationary period shall result in termination of the individual who, in accordance with the provisions of Section ⁵~~4~~ of the Academic Freedom and Tenure Policy, may be offered a one-year terminal contract. Part-time personnel shall not be eligible for tenure, nor shall any part-time employment be credited toward eligibility for tenure.

Contracts.

Contracts shall be for a period of one year, and shall be renewable upon favorable recommendation of a faculty committee of review.

¹This paragraph is essentially taken from the Policy Statement on page 42D of the Faculty Handbook.

²At the inception of this policy, those faculty members who enter the tenure system and who have been in service at the Gallup Branch for one or more years shall be considered on an individual basis so far as the length of probationary period is concerned. In no case may there be less than a two-year probationary period, i.e., with the decision date on December 15 of the second year.

Such recommendation shall be based on the attached criteria and teaching performance standards. Recommendations regarding tenure and contract renewal shall be submitted to the Gallup Branch director for submission to the Provost of the University.

III. Research and publication.

The University recognizes that conditions of employment, such as heavy teaching loads, travel requirements, budget limitations, and a lack of research facilities preclude the implementation of traditional requirements and standards of research and publication. While the University recognizes the value of scholarly research and publication, such activities shall not be mandatory, nor shall the lack of special emphasis on such activities be regarded as a liability in consideration of tenure. Major emphasis shall be placed on academic qualifications and excellence in teaching and service.

IV. Faculty Committee of Review.

A faculty committee of review, composed of representatives chosen by each division of the instructional staff, other than lecturers, and composed of full-time instructional personnel, shall be chosen at the first regular meeting of the faculty at the beginning of the fall semester.

Prior to March 1 of each academic year, the faculty committee of review shall review the performance of all full-time and part-time instructional personnel and shall recommend to the director re-employment, termination, or promotion in academic rank as it may deem appropriate. Particular attention shall be paid to the annual review of faculty members on probationary contracts. The faculty committee chairperson shall notify a member in probationary status if his/her services are unsatisfactory in any way. Unless so notified, a member in probationary status can assume that his/her services have been satisfactory. Midway through the probationary period it is mandatory that the chairperson of the Faculty Committee meet with the member in probationary status to discuss his/her progress toward permanent tenure; if desired by the member, the comments of the chairperson may be made part of his/her permanent record.

If the Faculty Committee should decide to recommend to the director that a member in probationary status not be awarded tenure, the chairperson of the Committee shall immediately notify the member in writing and give him/her an opportunity to present his/her case for retention to the director before the latter acts on the Committee's recommendation. Similarly, if the director decides to forward an unfavorable recommendation, the faculty member shall have immediate notice and an opportunity to present his/her case to the Provost before a final decision is reached.

The faculty committee of review shall, when requested, assist in search procedures evaluating the qualifications of prospective instructional personnel.

Requests for probationary contracts (see I) shall be presented to the faculty committee of review prior to March 1 of each academic year. The committee shall consider the request and submit it, with its recommendation, to the Director of the Gallup Branch for his/her consideration.