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## January 8, 1970

University of North Dakota

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## MINUTES OF THE UNIVERSITY SENATE MEETING

January 8, 1970

(NOT TO BE MADE AVAILABLE TO NON-FACULTY MEMBERS)

1.

A meeting of the University Senate was held at 4:00 p.m. on Thursday, January 8, 1970, in Room 7, Gamble Hall. Mr. Tweton presided.

2.

The following members of the Senate were present:

Starcher, George W.	Hampsten, Richard	Pederson, Clara
Anderson, Donald G.	Hankerson, Kenneth L.	Penn, John S.
Bashara, Michael E.	Hansmeier, Thomas W.	Perrone, Vito
Boehle, William R.	Hanson, Roger K.	Reiten, Palmer J.
Brommel, Bernard J.	Heyse, Margaret F.	Robertson, Donald J.
Bullard, Charles W.	Jacobson, Harvey	Rognlie, Philip A.
Bzoch, Ronald C.	Jarman, Lloyd L.	Rowe, John L.
Caldwell, Robert A.	Johnson, A. William	Russell, LaVonne
Clifford, Thomas J.	Koenker, William E.	Rustad, Mike L.
Crawford, Robert F.	Kraus, Olen	Sturges, A. W.
Dixon, John D.	Kulas, Ludwik	Steckler, Stephen P.
Dunlevy, Patrick M.	McKenzie, Ruby M.	Thomforde, C. J.
Facey, Betty M.	Morgan, William I.	Tomasek, Henry J.
Fisch, William B.	Moum, Michael R.	Tweton, D. Jerome
Fletcher, Alan G.	Norman, Ernest J.	Webb, John R.
Ford, Donald H.	O'Kelly, Bernard	Whalen, C. J.
Fuglesten, Harlan G.	Ollerich, Dwayne	Wright, Paul H.
Halvorson, Warren M.	Omdahl, Lloyd	Wynn, John T.
	Oslund, Valborg	

The following members of the Senate were absent:

Apanian, Ronald A.	Facey, Vera	Harwood, Theodore H.
Curry, Myron	Golseth, Anne E.	Lund, Steven P.
Cushman, Martelle		Rushing, Robert K.

3.

There being no corrections, the minutes of the December 4, 1969, meeting were ordered approved as submitted.

4.

The Chair announced that Item #1 had been withdrawn from the Agenda.

5.

The Chair announced that Item #2 had inadvertently been included on the agenda in the same form as on the agenda for the December meeting instead of in amendment form as had been circulated to the Senate members.

6.

Mr. Hampsten moved that in conformity with the resolution of November 13, 1969, by the UND Chapter of the American Association of University Professors, that that part of the Constitution of the University of North Dakota which prescribes the composition of the Council (II, 1, a) be amended by striking the clause, "who shall have been employed by the University of North Dakota for one academic year," so that it shall read:

"The Council consists of the following who are employed primarily on the Grand Forks campus: The President, the Vice Presidents, the Registrar, the Business Manager, the Director of Housing, the Director of Extension, the Director of Counseling, the Head Librarian of the University, all deans, all department heads, all of the full-time faculty of the rank of instructor or higher / . . . / and such other administrative officers as the Council may designate."

The motion was seconded and discussion followed. The motion was voted upon and lost.

7.

Mr. Wright moved that the attached statement, "Academic Ranks and Promotions," prepared by the Promotion Statement Review Committee, be adopted to supercede the Faculty Handbook section headed, "Promotions in Rank." The motion was seconded and discussion followed. The motion was voted upon and carried.

8.

Mr. Ulven presented the attached list of Candidates for Degrees in February, 1970, and moved that they be approved for recommendation to the State Board of Higher Education for the awarding of the degrees indicated, upon satisfactory completion of the work of the present semester. The motion was seconded, voted upon and carried.

9.

The Senate went into executive session.

Miss Oslund presented the report of the Honorary Degrees Committee and moved that the Senate recommend to the President and the State Board of Higher Education that an Honorary Doctor of Engineering Degree be awarded to a candidate.\* The motion was seconded, voted upon and carried.

Miss Oslund moved that the Senate recommend to the President and the Board of Higher Education that an Honorary Doctor of Literature Degree be awarded to a candidate.\* The motion was seconded, voted upon, and carried.

10.

With the unanimous consent of the Senate, President Starcher spoke briefly concerning the finances of the University.

11.

It was moved, seconded, voted upon and carried that the meeting adjourn.

R. M. McKenzie  
Secretary

\*The recipient will be announced upon completion of necessary arrangements.

# MEMORANDUM

To: Members of the University Senate

From: Promotion Statement Review Committee

Date: December 17, 1969

Re: Re-draft of the statement, "Academic Ranks and Promotions."

There were apparently three major points of objection and/or misunderstanding concerning the statement on ranks and promotions recommended by the committee:

1. A "spirit of concern for society" is far too intangible to serve as a meaningful criterion for promotion.
2. There is no specific comment to the effect that a candidate for promotion would not necessarily be expected to meet all the criteria, nor to meet different criteria to the same degree.
3. The paragraph concerning university and public service is ambiguous.

Concerning point #1, it was the committee's intention to recommend two statements under a single heading--one statement outlining the ideal characteristics of the various faculty ranks and another describing criteria for promotions. Some members noticed this distinction; most did not. We have attempted to make the distinction clearer in the re-draft by recommending that the statements be included as two different sections of the Handbook rather than one section with two parts. The two statements need not be contiguous nor in any particular order, but we feel that both statements should be in the Handbook. Moreover, we feel that the logical order would be to present a description of ranks followed by a statement of criteria for promotion.

Concerning point #2, it was the committee's assumption that there will be a great deal of deliberation about each candidate for promotion during which contributions in one area will be weighed against heavy commitments or outstanding progress in another. We felt it best not to make this point too explicit. However, the re-draft includes a sentence allowing for a variety of interests and abilities among faculty members.

Concerning point #3, the heading, "University and Public Service" has been changed to "Contributions to Society," and the paragraph has been re-worded. The statement is now broader, but we hope its intent is clearer.

If there are questions or comments about the statements as they now stand any member of the committee will be glad to discuss them. It will be most helpful to have some of your questions aired and clarified prior to our next University Senate meeting.

## ACADEMIC RANKS

The Ranks in Faculty of the University of North Dakota, and the characteristics of each rank are:

### PROFESSOR

1. Recognition for teaching excellence.
2. Recognition for scholarly and/or creative accomplishment.
3. Recognition for leadership within his profession.
4. Recognition for demonstrated spirit of concern for society.

### ASSOCIATE PROFESSOR

1. Marked teaching effectiveness.
2. Scholarly and/or creative accomplishment.
3. Substantial contributions to his profession.
4. Demonstrated spirit of concern for society.

### ASSISTANT PROFESSOR

1. Effective as a teacher.
2. Scholarly and/or creative endeavor.
3. Active in his profession.
4. Spirit of concern for society.

### INSTRUCTOR

1. Promise as a teacher.
2. Interest in his profession.

## CRITERIA FOR PROMOTION

Promotions in rank are initiated by a written recommendation from the department chairman to the dean of his college or school. This recommendation must include a thorough evaluation of the qualifications of the candidate. Recommendations are then submitted, along with the dean's evaluation, to the Deans' Council. Prior to a final review, the Council obtains additional evaluations from an ad hoc faculty committee. Recommendations are then forwarded to the President. The President announces promotions when they have been approved by the Board of Higher Education.

Promotions are regarded as recognition of superior intellectual attainment as evidenced both in teaching and in distinctive contributions to one's discipline or profession. A truly effective faculty member will also demonstrate a commitment to society. While individuals will possess these qualities in varying degrees, they will be considered for promotion on the basis of the following criteria:

1. Teaching

Effective teaching is an indispensable criterion for promotion. Evidence of effective teaching need not be restricted to formal classroom or seminar activity, but may include such things as the direction of graduate studies and contributions to curriculum design and implementation. Since there are a number of ways in which a faculty member may be a demonstrably effective teacher, no firm guidelines for judging this qualification are suggested. Rather, it shall be the responsibility of the department chairman to submit meaningful statements, accompanied by whatever evidence or documentation he deems appropriate, concerning the candidate's effectiveness in various types and levels of instruction.

## 2. Contributions to One's Discipline or Profession

A second indispensable criterion for promotion is evidence of noteworthy contributions to one's discipline or profession in the form of research and creative work and/or outstanding professional competence and activity.

a. Research and creative work: Evidence of scholarship and creative work is found in the candidate's published research or recognized literary or artistic productions. Research publications and other creative accomplishments are to be evaluated, not merely enumerated, and there should be evidence that the candidate is continuously and effectively engaged in creative work of high quality and significance.

b. Professional competence and activity: Contributions to one's field are often in the form of demonstrated distinction in the special competencies characteristic of the profession or discipline. Recommendations based on this criterion should be accompanied by evidence of leadership in the field and progressiveness in the development and implementation of new approaches and techniques for the solution of professional problems.

## 3. Contributions to Society

Other areas of activity are recognized as crucial to the effective functioning of the University. A faculty member may contribute his special knowledge to the benefit of society as a whole, and he may serve the University in administrative roles, committee memberships, and the like. It is expected that all faculty members will devote a certain amount of time and effort to these functions.

TENTATIVE

NOT FOR PUBLICATION

University of North Dakota  
Office of the Registrar

LIST OF CANDIDATES FOR DEGREES

February 1, 1970

COLLEGE OF ARTS AND SCIENCES

Degree of Bachelor of Arts

Duane Rodney Aipperspach  
Noel Jean Allmaras  
Linda Louise Axtman  
Timothy August Axtman  
J. Michael Bailey  
James Howard Beck  
Susan Annette Best  
Lynda June Burton  
Dewey Lincoln Cady  
Mary Dawn Cameron  
Carole Ann Carpenter  
Gregory George Chyle  
Robert V. Cochrane  
Sandra Marie Dalburg

Jolene Rae Galegher  
Barbara Jeanne Gilmore  
Renee Ann Goldmann  
Vicky Rose Gudmundson  
Margaret Gust  
Gail Marie Gustafson  
Michael James Hackler  
Jan Lynn Hagen  
Susan Mary Halliday  
James David Hansen  
Robert John Hessinger  
Terrance Micheal Hessinger  
Anne Kristine Hovland  
Hilary Margot Johnstone  
Karen Kay Ketterling  
Annette Carol Kjelsfus  
Roland Otto Krause

Stephen Robert Kuhle  
Peter David Law  
Vickie Renee Lee  
Thomas James Longmire  
John Anthony Masog  
Glenn Meidinger  
Linda Eleanor Miller  
Gary Robert Moody  
Stephen Gregory Nunnink  
Gary ArLee Paur  
Merry-Ken Jordan Piper  
Ernest Melvin Pletan, Jr.  
Sheila Marie Pletan  
Laleeta Ramudit  
Karen Ann Rebenitsch

James Dennis Rogness  
Patrick James Ruddy  
Leah Virginia Sayre  
Janice Schabert  
Stephen Charles Schmidt  
Carol Sue Sipma  
Catherine Ida Snyder  
Mary Susan Staggs  
Shirley Ann Thompson  
Linda Kaye Thorfinnson  
Kathleen Buck Velardi  
Helen Elaine Wann  
Janice Ann White  
Mark Duane Wilhelm  
Frances Wilson  
Francis John Zimmy

Degree of Bachelor of Science

Joseph M. Crawford, Jr.  
Jay Peter Croy  
George R. Dinyer  
Larry Darwin Gorospe  
Michael James Homer  
Sidney Clark Lorfald

Gloria Mae Lommen  
Mary Patricia Martin  
Richard Nels Nordin  
Arnold Joseph Senger  
James Edward Straka  
Darrell John Trzpuc

Degree of Bachelor of Philosophy

Duane Anderson  
Greg Robert Baird  
Ronald M. Borseth

Landy Bryan Bummer  
Lyle Vernon Davidson  
Virginia Bea Eastman

Degree of Bachelor of Philosophy (Continued)

Darrell Wayne Fischer  
 Phyllis Jean Mostrom Flaagan  
 Charles William Groth  
 Reuben Hillstad  
 Roger Morris Huffman  
 Steven Kirkland Kaldor  
 Douglas Donald Ketterling  
 Patricia Miller Letain

Thomas Michael Lynch  
 John Michael McLean  
 Richard Eugene Mullins  
 John Freeman Orcutt  
 Carol Ann Paulsen  
 Gary Lee Severson  
 Spencer McCoy Tatum  
 Steven Lineer Thomas  
 James David Welander

Degree of Bachelor of Science in Fishery and Wildlife Management

Gerald Warren Bettenhausen

Degree of Bachelor of Science in Geology

Palmer Kent Bailey

Almit Dean Berglund  
 Louis Dennis Smith, Jr.

Degree of Bachelor of Science in Home Economics

Karen Noltimier Thornburgh

## COLLEGE OF EDUCATION

Degree of Bachelor of Science in Education and  
Bachelor's Diploma in Teaching

Joseph Anthony Abbott  
 William Terrence Anthony  
 Roberta Jean Barta  
 Alan Edward Boguslawski  
 Timothy Alan Brunette  
  
 Rosalind Kaye Christianson  
 Anne Elizabeth Cloak  
 Dorothy Rae Cook  
  
 Susan Layne Dahlgren  
 Marie Eva Dietz  
 Sharon Lee Dosch  
 Terrance Lee Dunlop  
 Barry Alan Eaton  
 Elaine Ann Erickson  
 Patrick Joseph Feist  
 Charles Eric Fjeld  
 Joan Lynn Folkert  
 Patricia Margaret Gallagher  
 Larry James Gander  
 Dianne Rodenbiker Garber  
 Wayne James Giesbrecht  
 Donna Ann Gillen  
 JoAnn Helen Gisi  
 Marjorie Ann Glennon  
 Cynthia Rae Grenz  
 Susan Ann Greterman

Ralph Carl Gullickson  
 Darlene Faye Haave  
 Janet Karen Hainlin  
 Georgie Ann Hester  
 Rosemary Ann Hoberg  
 John Arthur Howe  
 Anita Mihelich Hultstrand  
 Jennifer K. Hutchings  
 Penny Dale Jackson  
 \*Charles Reynold Johnson  
 Jo Dee Johnson  
 Margaret Louise Johnson  
 Paulette Faye Johnson  
 Patricia Suzanne Jorgenson  
 Bonnie Mae Karpenko  
 Kathleen Evelyn Longmuir  
 \*Luilla Lusty  
 Renee Kathleen McAlpin  
 David A. McCay  
 Teresa Cheryl McCluggage  
  
 \*Paul Douglas McDowall  
 Pamela Jo McGuire  
 Tyrone Lee Midboe  
 Elizabeth Ann Miller  
 James Arthur Miller  
 Joyce Elaine Miller  
 Janice Hannesson Moen

Degree of Bachelor of Science in Education and  
Bachelor's Diploma in Teaching (Continued)

Virginia Ann Nelsen	*Phyllis Sue Sand
Paula M. Grawe Nelson	Andrea Lovel Saueressig
Beverly Gene Raschke Nielson	Mary Cathryn Skare
Winnifred Larson Nyhus	Doris M. Stengel
Robert John Olson	Robert John Stevenson
Robert Richard Olson	Phyllis Helen Sunderland
Susan Elaine Opland	Bette Jo Sylvester
Margaret Clair O'Shea	Daniel Talnicoff
Darrell Paul Page	Joanne Catherine Twomey
Lynne Carol Passmore	Geraldine Nancy Vanyo
William Ross Petersmeyer	Renee Clarice West
Timothy Albert Podell	Pamela Kay Wetch
Bonnie Noreen Rynestad	*Ronald Brian Wick
James Edward Sampson	Rodney Lee Wiseman
	Sonja Louise Witt

\*New School of Behavioral Studies

COLLEGE OF ENGINEERING

Degree of Bachelor of Science in Chemical Engineering

Gerald Alan Baumann	Robert Allen Deleo
Warren Ernest Bucher	Charles William Morgan
Patrick Bruce Connolly	Thomas William Thon

Degree of Bachelor of Science in Civil Engineering

Tyrone Engebryt Carlson	Rodney Jay Odegaard
Richard Emil Evanson	Allyn Dale Roley
	Keith Allan Wysocki

Degree of Bachelor of Science in Electrical Engineering

Lynn Robert Coles	Bryan Robert Manning
Charles Allen Hofferber	Lyle Thomas Nelson
Orris Roger Johnson	Gene Arvid Ohnstad
	Jeffrey Earl Remfert

Degree of Bachelor of Science in General Industrial Engineering

Rodney C. Brennan	John Arthur Lehmkuhl
Lynn Allen Hartje	Wilbert Arnold Salo

Degree of Bachelor of Science in Mechanical Engineering

Gary Wallace Anderson	Kenneth Winton Johnson
Bruce Ernest Appel	Richard John Norgaard
Ronald Philip Egge	David B. Robinson
William Reino Hyrkas	Gary James Rutherford

## COLLEGE OF BUSINESS AND PUBLIC ADMINISTRATION

Degree of Bachelor of Science in Business Administration

Dean Luther Arneson  
 Jerry LeRoy Berge  
 Albert Wayne Boerner  
 Dennis William Bybliw  
 Clyde Wayne Crowe  
 Patrick Michael Curran  
 John A. Dewald  
 Danny Mark Duhamel  
 Brian George Dunlop  
 Jerald Lee Engelman  
 William Rittenhouse Everett  
 Richard Alan Fargo  
 Robert E. Fitterer  
 Wayne Carl Franks  
 Terrance Duane Froelich  
 Ivan Orville Gandrud  
 Joseph Francis Gerszewski  
 Michael Arthur Gould  
 Daniel Albert Gourde  
 Andrew Charles Greenlay  
 Daniel Amos Gust  
 John Michael Hagen  
 Terry Duane Hager  
 Lester Allen Hanson  
 Ronald T. Herfindahl  
 Charles Jacob Hodny  
 Raymond Hoffman  
 Richard Dixon Hughes  
 Gordon Lee Johnson  
 Lowell Eugene Johnson  
 Jerome Curtis Jorgenson  
 William James Keegan  
 Freddie Larius Krieger  
 Pamela Nelson Larimore

Francis John Lemer  
 Mary Kay Leslie  
 Larry Allan Lindbo  
 William C. Loften  
 Timothy Michael Lorenz  
 Richard Duane Lugert  
 Gregory Paul Malaby  
 Richard James McMillan  
 Michael James Meagher  
 LaDean Ray Meek  
 Benny Lee Morgan  
 Ervin Earl Mund  
 Darrell Richard Ohlhauser  
 John Allen Otterson  
 Jerome Perry Palanuk  
 Ronald Gene Peterson  
 Stephen Bernard Phillips  
 Vern George Praus  
 Merrill Ellsworth Pulkrabek  
 Harold James Reiten  
 James Roy Reynolds  
 Dana J. Rivinius  
 Thomas Roy Robertson  
 Richard William Rowe  
 Gerald Dwight Saltness  
 John Cole Satrom  
 Allen Gustave Saul  
 Warren Dean Steinke  
 Kenneth Richard Swartz  
 Michael Nels Thompson  
 Donald Alan Tweedie  
 John Lawrence Vasichek  
 Victor Joseph Wald  
 William Albert Whalen, III

Degree of Bachelor of Science in Public Administration

Terence Michael Clarke

Richard Neil Roed  
 Ronald John Slusar

## COLLEGE OF NURSING

Degree of Bachelor of Science in Nursing

Jeanne Marie Foss  
 Leah Diane Hugh

Nancy Elizabeth Jermundson  
 Linda Jean Larsen

## SCHOOL OF MEDICINE

Degree of Bachelor of Science in Medical Technology

Albert Wayne Bruce  
 Carole Linda Pearson

Sharalyn Rae Ring  
 Josephine Madeline Stegall

Degree of Bachelor of Science in Occupational Therapy

Charles Harvey Christiansen  
 Karen Louise Gartner  
 Darrel Eugene Johnston  
 David Ellis Johnston

Marilyn Jean Nehring  
 Barbara Ann Silkey  
 Jarl Von Strasser  
 Sharon Joyce Zimmerman

Degree of Bachelor of Science in Physical Therapy

Bonita MaryAlice Coughlin

## GRADUATE SCHOOL

Degree of Master of Arts

Bhairote Brohmsarn  
 Richard Darrell Bushaw  
 Joseph Emery Butler  
 James Ryan Ditzler  
 James Robert Erickson  
 Virginia Evangelist  
 Marilyn Moxness Gajeski  
 James Edward Genereux  
 Kenneth Wayne Haakenstad  
 Elynor Harter Hendrickson  
 Dolores Sheng-mei Hsu  
 Timothy Curtis Jochim  
 Gordon Wesley Johnson  
 John Oliver Kling

Donna "Gay" Masee  
 Victor Charles Olshevski  
 Robert Lynn Peterson  
 Jerome Joseph Renner  
 James Robert Reynolds  
 Mary Ellen Sandlie  
 Wayne Gordon Skalicky  
 Sister Mary Joan Smith  
 Chadwick Martin Stendal  
 Virginia Moline Sundberg  
 Masahiko Urayama  
 Vance Guy Vannote  
 Thomas Clarence VanSweringen  
 Richard Louis Wakefield

Brian Jason Weed

Degree of Master of Science

Ghanim bib Bihnam  
 Delmar Mathias Boehm  
 Richard Preston Chiles  
 George C. Colby, Jr.  
 Larry Allen Dressel

A. Kirth Erickson  
 Gordon Michael Fillipi  
 Moine Ray Gates  
 Juan Ramon Morales Gomez  
 Gerald Henry Groenewold  
 Karl Burton Groth  
 Basilios John Janavaras  
 Roger Leslie Jenkins  
 Stanley Iver Johannes  
 Peter Norlie Johnson  
 Ardeith C. Juven  
 Mary Hartl Larson  
 Jung-Dee Andrew Liu

Peter William MacKenzie  
 William Daniel Mahoney  
 John R. McNally  
 Robert Henry Meyers  
 John A. Mitchell  
 James Gray Neale, Jr.  
 Yan Kit Ng  
 Sister Mary Laurette Quinn  
 Kavasseri Padmanabhan Radhakrishnan  
 Gerald Eldon Scheer  
 Frank Joseph Schulte  
 Stanley John Selle  
 Stuart James Sherry  
 Ebrahim Shirazi  
 Paul Oscar Soderberg  
 Rodger Clarence Swanson  
 Thau Kong Thien  
 Mary Louise Woods  
 Chao-Yun Wu

Degree of Master of Education

Orvin G. Anderson	Richard Perry Kringen
Robert Bernard Axtman	Cameron Allan McCurdy
Donald Owen Bergquist	Doris Ann Syverud Moe
Charles Elias Brickner	Diane Myers Murphy
Raymond Albert-Fernand Constant	Margaret Brokaw Rall
Margie June Degenhardt	John A. Schrom
Khosrow Ghazi-Tehrani	David Jacob Spain
Dale Preston Hallack	Leslie Robert Tweten
Lloyd Arthur Hendrickson	Dennis Dean Wahl
	Neil Herman Wenberg

Degree of Master of Science Teaching

John Holmes Kelleher	Arlen Richard Nelson
	Oliver Jay Peyton

Degree of Doctor of Education

Thomas V. Buchl	Milton John Hoff
Victor Edward Burchill	Howard Charles Llewellyn
Gordon Howard Henry	Gerald Patrick Norberg
Neil Barry Hensrud	Paul Elarion Tarasuk

Degree of Doctor of Philosophy

Robert Paul Allen	Francis James Randall
John W. Barden	Roy Eugene Snoke
Howard Huai-ta Hsu	Gayle Avonne Sobolik
Saad Fathi Mohamed	Florentine V. Goodlett Sowell
	Leon Gregory Stadtherr

## UNIVERSITY COLLEGE

Degree of Associate in Arts

Susan M. Bushaw	Marjory Elaine Lonne
Earl Edward Foster	Fern Deborah Johnson