



4-7-1977

**April 7, 1977**

University of North Dakota

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## MINUTES OF THE UNIVERSITY SENATE MEETING

April 7, 1977

1.

The April meeting of the University Senate was held at 4:05 p.m. on Thursday, April 7, 1977, in room 7, Gamble Hall. Stephen Markovich presided.

2.

The following members of the Senate were present:

Clifford, Thomas	Kolstoe, Ralph	Phillips, Monte
Apanian, Ronald	Kulas, Ludwik	Raymond, Art
Bolonchuk, William	Langemo, E. Mark	Rowe, Clair
Bratland, Judy	Larson, Omer	Russell, Lavonne
Bzoch, Ronald	Lewis, Robert	Schock, Dawn
Caldwell, Mary	Lykken, Glenn	Selbyg, Arne
Christensen, Craig	Markovich, Stephen	Sherman, Dana
Curry, Mabel	McDonald, Bonnie	Silvernagel, Mike
Dahl, I.J.K.	McElroy, Jacquelyn	Simmons, Jim
Dobesh, Larry	Medalen, Rodney	Skogley, Gerald
Facey, Vera	Naismith, Donald	Stenberg, Virgil
Fletcher, Alan G.	Nelson, Conny	Sundre, Orlo
Grinde, Jacquelyn	Nelson, Edward	Swanson, Loren
Guy, Daniel	Norman, Ernest	Tomasek, Henry
Hamerlinck, Tom	O'Kelly, Bernard	Uherka, David
Kannowski, Paul	O'Kelly, Marcia	Ulven, Milford
Kemper, Gene	Owens, Thomas	Wrenn, William
Kinghorn, Norton	Perrone, Vito	
Koenig, Walter	Peterson, Anita	

The following members of the Senate were absent:

Berg, Al	Loendorf, Lawrence	Robertson, Donald
Brown, Russell	Meether, Tina	Rogers, John
Brumleve, Stanley	Pellowski, Barb	Rushing, Robert
Bryan, William	Penn, John	Swartz, Annella
Clark, Alice	Peterson, Russell	Thomford, Neil
Clark, Deb	Polovitz, Michael	Tweton, D. Jerome
Eickhoff, Luvern	Pynn, Ronald	Warner, Edward
Flynn, Gerald	Ramsett, David	
Heyse, Margaret	Ray, Paul	

3.

It was moved and seconded that the minutes of the meeting of March 3, 1977,

be approved as distributed. The motion was voted upon and carried.

4.

Mr. Markovich requested that each new student senator taking office this month to serve for the next year, introduce himself to the Senate. The new student senators were introduced.

5.

Mr. Nelson presented the proposed revision of UND Faculty Titles and Rank Document. He moved adoption of the revision. The motion was seconded and discussion followed. Mr. Lewis moved to amend #II, items 6 and 10 to read:

6. Temporary appointments normally of no more than three years designated as Post-Doctoral Research Associate or Research Associate.
10. Appointments normally of no more than three years whatever the title used, clearly limited to a temporary association with the institution as stated in the letter of appointment.

The motion to amend was seconded and discussion followed. The motion was voted upon and carried.

Mr. Perrone moved to amend #III, Lectureship Appointments, as follows:

This type of compensated appointment is awarded to practicing professionals who perform teaching instructional duties normally without any general faculty responsibilities. (The second sentence was not changed.)

The motion was seconded and discussion followed. Mr. Lewis moved to amend the amendment by adding the words, "part-time and" between normally and without. This motion was seconded and discussion continued. The amendment to the amendment was voted upon and carried. Discussion continued on Mr. Perrone's amendment. Mr. Lewis requested that the minutes reflect Mr. Nelson's response to Mr. Raymond's question. There being no objection, the Secretary was so instructed. Mr. Raymond asked how present appointments that did not agree with the definition would be handled. Mr. Nelson responded that if the document was adopted, practices and appointments which seemingly violate the definition would have to be changed.

Mr. O'Kelly moved that #II, item 6 be changed by deleting the words, Research Associate, after Post-Doctoral, so the sentence would read:

6. Temporary appointments normally of no more than three years designated as Post-Doctoral or Research Associate. The motion was seconded, voted upon and carried.

The Chair asked if there was any objection to Mr. Gerald Hamerlik speaking for Vice-President Brown. There being no objection, he was allowed to speak.

Mr. Selbyg moved to amend the motion by adding Roman numeral V to read:

Persons holding all these types of appointments are entitled to Academic Freedom in accordance with the principles previously adopted by the University Senate and the Board of Higher Education. Except for tenured faculty members they are subject to the rules of due process for probationary faculty members as set forth in the Tenure Policy statement.

The motion was seconded and discussion followed. Mr. Lewis moved to table the motion to amend. This motion was seconded, voted upon and carried. (This halted discussion of the original motion.) See attachment #1.

6.

Mr. Nelson reported on faculty staffing flexibility. Mr. Wrenn moved to suspend the rule regarding 5:30 adjournment so that the meeting may continue. The motion was seconded, voted upon and carried.

Mr. Selbyg, requested that the minutes reflect the two slides and the anticipated program effects. There being no objection, the Secretary was so instructed. (See attachment #2 for slides.) The anticipated effects are:

For the trial period, the maximum amount of funds to be transferred from the regular faculty salary account would be limited to 10%.

This procedure would be used to strengthen certain existing programs by making available resources which could be allocated to them, i.e., high student demand programs. These resources would be generally used to increase the GTAs or visiting professors available to such programs.

The procedure would also be used to remove resources on a planned basis from program areas of low or falling student demand, and to place a significant fraction of the resources of marginal programs on a temporary rather than a tenure track basis.

Finally, the procedure would be used on a planned, long-term basis to prepare for the large, system-wide declines in enrollment which are anticipated in the next five to 15 years, i.e., a significant fraction of total resources would be shifted to temporary positions at each of the two universities.

7.

A motion was made to adjourn. The motion was seconded, voted upon and carried. The meeting adjourned at 6:10 p.m.

Milford Ulven  
Secretary

attachment #1 1419  
PROPOSED REVISION OF;

UND FACULTY TITLES AND RANK

(Last Revised November 6, 1975: UND Senate Minutes, page 1218)

- I. **REGULAR FACULTY:** Only the following four /positions/ types of appointment involve tenure credit or status as provided for in Section B.1. of the Board Statement on Academic Freedom, Tenure, and Due Process hereinafter referred to as the Tenure Policy, Faculty Handbook, page 34.<sup>1</sup> The aggregate of persons who are on such probationary or tenured appointment constitute the "faculty" of the University of North Dakota for purposes of electing the Standing Committee on Faculty Rights required by Section A.3. of the Board policy, Faculty Handbook, page 33.

Instructor  
Assistant Professor

Associate Professor  
Professor

- II. **SPECIAL APPOINTMENT FACULTY:** The following types of appointment DO NOT involve tenure credit as provided for in Section B.1. of the Tenure Policy. Progression in title is not normally expected in these types of appointment, and they are normally awarded one academic term or year at a time.

1. **ADJUNCT APPOINTMENTS:**

Adjunct instructor  
Assistant adjunct professor  
Associate adjunct professor  
Adjunct instructor

Awarded to professional persons who contribute to the academic or research program of the institution without regular salary for those contributed services, although they may sometimes receive special compensation or honoraria.

2. **CLINICAL APPOINTMENTS:**

Clinical Associate  
Clinical instructor  
Assistant clinical [instr.] prof.  
Associate clinical [instr.] prof.  
Clinical professor

Awarded to professional persons who contribute to the clinical programs of departments, divisions, or schools with or without [salary] compensation.

3. **VISITING APPOINTMENTS:**

Visiting instructor  
Visiting assistant professor  
Visiting associate professor  
Visiting professor

Awarded to, but not limited to, compensated persons holding academic rank at another institution of higher education. Appointed normally for no more than one academic year, but with the possibility of renewal up to a maximum of three years of service subject to conditions stated in the letter of appointment.

4. **COOPERATING TEACHER:**

Awarded to persons in public schools who supervise [practice] student teachers.

5. **SUPERVISOR OF:**

- a. Field Work Experience in . . . .  
b. Clinical Experience in . . . .

<sup>1</sup>A person who receives the title of University Professor [or Emeritus status] achieves tenure in one of the four categories listed in I above.

6. TEMPORARY APPOINTMENTS DESIGNATED AS POST-DOCTORAL RESEARCH ASSOCIATE OR RESEARCH ASSOCIATE

7. RESOURCE COLLEAGUE: Awarded to individuals whose primary responsibility is in in-service education and advising to teacher interns regarding the practical aspects of classroom practice. Typically such a person has no responsibility for credit hour instruction.

8. APPOINTMENTS OF RETIRED FACULTY MEMBERS ON SPECIAL CONDITIONS

9. ANY INITIAL APPOINTMENT, WHATEVER THE TITLE USED, FUNDED WHOLLY OR PARTIALLY BY OTHER THAN STATE GENERAL FUND SOURCES

10. APPOINTMENTS, WHATEVER THE TITLE USED, CLEARLY LIMITED TO A TEMPORARY ASSOCIATION WITH THE INSTITUTION AS STATED IN THE LETTER OF APPOINTMENT.

11. SPECIAL TITLES: Appointments made to cover special circumstances related to the service or research programs of the University. Persons holding such appointments are generally compensated at least in part from other than state general fund and/or Medical Center mill levy sources.

III. LECTURESHIP APPOINTMENTS:

This type of appointment is awarded to compensated persons performing [teaching] instructional duties normally without any general faculty responsibilities. Appointed one academic year (or fraction thereof) at a time, with the possibility of renewal indefinitely, subject to conditions stated in letter of appointment.

IV. COACHES:

Persons appointed to this type of position prior to September 20, 1972 are and remain on the tenure track as provided in Article I above.

[Persons appointed to this position after September 20, 1972 are not on the tenure track as provided in Article I above EXCEPT for provisions for part-time tenure under article A-5-C of the tenure statement.]

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[<sup>1</sup>"A faculty member who completes six years of continuous part-time academic service to the institution (as defined by the institution) shall be considered tenured at any time thereafter to an extent equal to the average of the proportion of full-time appointments (as defined by reference to a full-time teaching load stipulated by the institution for the department involved) held during each of the previous four years of service."]

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 SUBJECT -----

1976 - 77  
**CURRENT FACULTY STAFFING AND ACCOUNTING PROCEDURES  
 UND & NDSU**

1) Tenure Track Positions (Account 301)

Tenure Track Faculty Salary Base  
 Board Average Salary = FTE Tenure Track  
 Positions

\$6,594,223 = 370.80 FTE Tenure Track Positions  
\$17,784

2) Non-Tenure Track Positions (Accounts 304 and 305 and Summer Sessions)

GTA's, Summer Session, Lecturers Salary Base  
 Board Average Salary = FTE Non-Tenure Track Positions

\$828,940 = 46.61 FTE Non-Tenure Track Positions  
\$17,784

3) Total UND Faculty Positions

FTE Tenure Track Positions + Non-Tenure Track Positions = FTE Positions  
 370.80 + 46.61 = 417.41

4) UND Actual Average Salary

Tenure Track Salary Base + Non-Tenure Track Salary Base  
 Actual Positions = UND Actual Average Salary

\$7,423,163  
431.75 = \$17,193

(Note: Tenure Track Average Salary =  $\frac{\text{T.T. Base}}{\text{Actual T.T. FTE}}$  =  $\frac{\$6,594,223}{371.85}$  =

\$17,734

Non-Tenure Track Average Salary =  $\frac{\text{Non-T.T. Base}}{\text{Actual Non-T.T. FTE}}$  =

04/07/77  $\frac{\$828,940}{61.95}$  = \$13,379 )

**1977 - 78  
FLEXIBILITY PROCEDURE**

**FTE Tenure Track Faculty + GTA, Summer Session, Lecturer, Visiting Profs. =  
Board average salary**

**Total FTE positions**

$$368.00 + \frac{\$ 964,711}{\$ 18851} = 368.00 + 51.18 = 419.18$$

**Assume Visiting Professors Average Salary \$12,000**

**FTE Tenure Track Faculty + FTE Visiting Prof + GTA, S.Session, Lect. =  
Board Average Salary**

**Total FTE Position**

$$368.00 + 10.34 + 44.59 = 422.93$$

04/07/77