



12-7-1978

December 7, 1978

University of North Dakota

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MINUTES OF THE UNIVERSITY SENATE MEETING

December 7, 1978

1.

The December meeting of the University Senate was held at 4:05 p.m. on Thursday, December 7, 1978, in room 7, Gamble Hall. Monte Phillips presided.

2.

The following members of the Senate were present:

Bender, Myron	Kemper, Gene	Reiff, Theodore
Bolonchuk, William	Kinghorn, Norton	Rogers, John
Bott, Alexander	Kolstoe, Ralph H.	Schubert, George W.
Bzoch, Ronald C.	Kulas, Ludwik	Seabloom, Robert
Caldwell, Mary	Kutz, Ron	Selbyg, Arne
Christensen, Bonniejean	Lundberg, Stuart	Silvernagel, Mike
Dando, William A.	Murray, Stanley N.	Sundre, Orlo A.
Dixon, John	Nelson, Conny	Swanson, Howard
Engel, Dean C.	O'Kelly, Bernard	Wells, Barrie
Fletcher, Alan G.	O'Kelly, Marcia	Wilborn, Grace
Gallant, Ruth	Omdahl, Lloyd	Wrenn, William J.
Glassheim, Patricia	Oring, Lewis	Wright, Paul
Goodson, Ray	Osborne, Bill	Zinser, Elisabeth
Hedahl, Beulah M.	Phillips, Monte L.	
Johnson, A. William	Pynn, Ronald	

The following members of the Senate were absent:

Clifford, Thomas	Kannowski, Paul	Rowe, Clair
Allen, Bert	Lewis, Robert W.	Rushing, Robert K.
Bryan, William A.	Liffrig, Mike	Simmons, Jim
Clark, Alice	Muhlhauser, Tara	Skogley, Gerald M.
Dietz, Jane	Naismith, Donald	Swanson, Loren
Engh, Jane	Ostlie, Cindy	Tomasek, Henry
Fowler, Deb	Penn, John	Ulven, Milford T.
Henry, Gordon H.	Perrone, Vito	Voeller, Diane
Hill, Richard L.	Peterson, Russell	Warner, Edward
Johnson, Mike	Prochazka, Cathy	
Johnson, Tom M.	Ramsett, David E.	

3.

The minutes of the meeting of November 2, 1978, were approved as distributed.

4.

Mr. Dando requested permission to add an additional item, discussion of a proposed

program in meteorology, as item #10 on the agenda. The Chair asked if there was any objection to this request. There being no objection, the item was added to the agenda.

5.

Mr. Omdahl, Chairman of the Committee on Committees, presented the list of candidates for election to the Administrative Procedures Committee, the Codification Committee and the Committee on Committees. The Chair announced that a ballot would be cast now and that the secretary would tally the results and report them in the minutes and in the next issue of the University Letter.

Those nominated for election to the Administrative Procedures Committee were Norton Kinghorn, John Dixon, Russell Peterson, Ronald Pynn and Robert Seabloom. The Chair called for additional nominations from the floor. It was moved that nominations cease. The motion was seconded, voted upon and carried. A ballot was taken and Mr. Kinghorn, Mr. Dixon, Mr. Pynn and Mr. Seabloom were declared elected as members of that committee.

The nominees for election to the Codification Committee were Stuart Lundberg and John Penn. The Chair asked for additional nominations from the floor. It was moved that nominations cease. The motion was seconded, voted upon and carried. A ballot was taken and Mr. Lundberg was elected.

The nominees for election to the Committee on Committees were Myron Bender, Donald Naismith, Richard Hill, Robert Lewis and Stanley Murray. Mr. Murray withdrew his nomination. The Chair asked for additional nominations from the floor. Mr. Omdahl was nominated but declined the nomination. It was moved that nominations cease. The motion was seconded, voted upon and carried and Mr. Bender, Mr. Naismith, Mr. Hill and Mr. Lewis were declared elected.

6.

Mr. Pynn presented the tentative list of Candidates for Degrees in December, 1978, and moved that the list 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. (See attachment #1.)

7.

Mr. Phillips reported for the Executive Committee on the change of date for the January meeting. The regular meeting will be held on January 11, 1979, and the agenda for that meeting will be due at 4:00 p.m. on December 28, 1978.

8.

Bonniejean Christensen presented, for informational purposes, the side by side draft of the proposed University Constitution. She stated that the following corrections should be noted:

- p.2, line 36 - Parentheses enclosing The Library and Extension Division
p.6, line 16 - Add the following sentence, Standards and procedures for promotion are designated in the Faculty Handbook.
p.7, line 29 - Add a comma after the word, appointments

An open hearing on the proposed draft will be held on January 17 and 18, 1979, from 4-6 p.m. in room 7, Gamble Hall. (See attachment #2.)

9.

Mr. A. W. Johnson presented the following recommendation from the Graduate Faculty and moved its approval:

It is recommended that the "constitution" of the Graduate Faculty be modified by adding the word "fall" as underlined,

Under I. C. Meetings,

The Dean of the Graduate School shall call the Graduate Faculty into session within eight weeks following the beginning of each fall semester. Meetings may be called at his discretion or on the written request of ten members of the Graduate Faculty.

The motion was seconded, voted upon and carried.

10.

Mr. Oring presented the following resolution from AAUP regarding the University's faculty representative on the Statewide Salary Committee:

BE IT RESOLVED:

That the faculty representative on the statewide salary committee be elected by the University Senate for a three-year term;

That this representative meet with the salary committees of the American Association of University Professors and the North Dakota Higher Education Association salary committees prior to the statewide salary committee deliberations to ascertain salary needs and mutually determine the faculty salary proposals for the University of North Dakota;

That this representative shall also meet with the NDSEA's local chapter regarding staff salaries for the University of North Dakota;

That this representative meet with these same committees during deliberations to discuss the hearings and to resolve changes in the initial position of this University;
and

That this representative report to these committees and the Senate at the culmination of the statewide salary committee deliberations.

The motion was seconded. Mr. Kolstoe moved to amend the motion by striking

the following words in the second paragraph: "and mutually determine the faculty salary proposals." The motion to amend was seconded, voted upon and carried. Mr. Omdahl moved to amend the motion by striking the words, "to resolve," in the fourth paragraph. The motion to amend was seconded, voted upon and carried. Mr. Nelson moved to change the preposition "for" to "of" after the word, needs, in the second paragraph. The motion to amend was seconded, voted upon and carried. Mr. Rogers moved to amend the motion by inserting the words "faculty and" in the second, third and fourth paragraphs, after the words, meet with, and in the fifth paragraph, insert "faculty and" after the words, report to. The motion to amend was seconded, voted upon and carried. Mr. O'Kelly requested an editorial change be made in the last paragraph, changing the words "at the culmination of" to "after." There being no objection, the change was made. The original motion, amended as follows, was voted upon and carried:

BE IT RESOLVED:

That the faculty representative on the statewide salary committee be elected by the University Senate for a three-year term;

That this representative meet with faculty and the salary committees of the American Association of University Professors and the North Dakota Higher Education Association salary committees prior to the statewide salary committee deliberations to ascertain salary needs of the University of North Dakota;

That this representative shall also meet with faculty and the NDSEA's local chapter regarding staff salaries for the University of North Dakota;

That this representative meet with faculty and these same committees during deliberations to discuss the hearings and changes in the initial position of this University; and

That this representative report to faculty and these committees and the Senate after the statewide salary committee deliberations.

11.

Mr. Robinson presented the report from the Fringe Benefits Committee and asked for a resolution or direction from the Senate. (See attachment #3.) Mr. Reiff moved that the Committee pursue the options identified under Disability Insurance for the salary reduction plan of paying for the insurance. The motion was seconded, voted upon and carried.

Mr. Selbyg moved that the University Senate support the passage of full Health Care Insurance for families as a part of the governor's budget request. The motion was seconded, voted upon and carried.

Mr. Selbyg moved that the Senate endorse the recommendation from the Fringe Benefits Committee which reads as follows: Retirement. Regardless of any legislation which may take place in 1979, the Fringe Benefits Committee recommends that any person with at least 10 years in TIAA-CREF and remaining in both TIAA-CREF and TFFR have his and the employer's contributions to TIAA-CREF become

1/2% less than the maximum contribution to TIAA-CREF. The motion was seconded, voted upon and carried.

Mr. Kolstoe moved that the University Senate supports the passage of Proposal A and either B or C, with a strong preference for B. The Senate urges President Clifford and other members of the University community to present a united effort in this direction. The motion was seconded, voted upon and carried.

12.

The Chair called for the report of the Summer Sessions Committee. Since Mr. Penn was out of town, Mr. Pynn moved to table the report until the next meeting of the Senate. The motion was seconded, voted upon and carried.

13.

Mr. Schubert presented the report of the University College Committee. (See attachment #4.) He stated that there is a third area that the Committee has also been working with which is the retention of students, particularly freshmen. A motion was made to receive the report, as amended. The motion was seconded, voted upon and carried.

14.

Mr. Omdahl moved to suspend the 5:30 adjournment rule to permit finishing the agenda. The motion was seconded, voted upon and carried.

15.

Mr. Dando asked for an explanation of the Herald and University Letter articles regarding a meteorology program. Mr. Nelson responded that the Herald report of program approval was erroneous and that only the permission to plan was placed on the State Board agenda and approved. Mr. O'Kelly moved that it is the sense of this Senate that the proposal for the degree of Bachelor of Science in Meteorological Studies would have been better brought before the Curriculum Committees of both colleges before the draft was brought before the State Board.

The motion was seconded, voted upon and carried.

16.

A motion was made to adjourn. The motion was seconded, voted upon and carried. The meeting adjourned at 5:50 p.m.

Milford Ulven, Secretary
by Donna Bruce

TENTATIVENOT FOR PUBLICATION

University of North Dakota
Office of Admissions and Records

LIST OF CANDIDATES FOR DEGREES

December 20, 1978

UNIVERSITY COLLEGE

Dean George W. Schubert

DEGREE OF ASSOCIATE IN ARTS

Brenda Rae Engelstad
Rhonda Jan Fietzek
Janet K. Frank
Sharon Mae Hsu
Catherine Arness Mason

Jan Irene Michels
Chris James Mellas
Dana Donald Siewert
Linda E. Varns

COLLEGE OF ARTS AND SCIENCES

Dean Bernard O'Kelly

DEGREE OF BACHELOR OF ARTS

Steven Craig Axtman
Joanna Carol Blais
Donald Alan Bry
Kim Marie Bryngelson
Esin A. Ceyhun
Paula Catherine Davis
Daniel Alan DeBoer
Jimmy D. Ennis
Mira Ruth Fleishman
Connie Bea Grabowski
James Timothy Grimm
Karen Ann Hager
Debra Yvonne Hamilton
Melanie Dawn Hetland
Lori Ann Johnson
Sherie Lynn Kleven
Paul David Kolar

Allen Michael Koppy
Nathan Steven Kvinge

Patricia Louise Mattern
Melissa Ann Monteith
Sally Kay Montgomery
Lynn Renee Mummert
Mark Steven Murphy
Pamela Brauer O'Brien
Shirley Jean Olgeirson
Rae Potter
Douglas Lee Ramsey
Brenda Reiff
Marshall Irwin Rosner
W. Daniel Schreck
George Bernard Sinner
Frederick Theodore Slone

TENTATIVE - NOT FOR PUBLICATION - 2

DEGREE OF BACHELOR OF SCIENCE

Paul W. Aas
 Thomas Bruce Bair
 Nancy Lorette Binde
 Kim Marie Bryngelson
 David Malcolm Cameron
 Kevin J. Coughlin
 Thomas Stephen Dunham

James Meredith Gerlitz
 James Timothy Grimm
 Elizabeth Ann Halliday
 Tore Istre
 Richard Dale Kabanuck

Lori Jo Kirschenmann
 Mark John Kuhn
 Kathy Jane Landman
 Brenda Jane Leech
 William George Liebel

Steven Bray Mercil
 Thomas Paul Ness
 Scott James Omdahl
 William Martin Oseles
 Michael Scott Pelowski
 Gregory Dale Pretzer
 Debra Lou Resendez
 John Mark Rovenko
 Mary Louise Schneider
 Neil Anthony Shepler
 Marcia Ann Sitz
 Larry Dale Spicer
 Robert LeRoy Syverson
 Gwen Lee Weisenburger
 James Michael Wenker
 Gary Douglas Winbourn

 Lori Jane Winslow
 James Franklin Woodward

DEGREE OF BACHELOR OF SCIENCE IN GEOLOGY

Daniel Alan DeBoer

DEGREE OF BACHELOR OF SCIENCE IN FISHERY & WILDLIFE MANAGEMENT

James P. Samson

Donald George Schmid

CENTER FOR TEACHING AND LEARNING
 Dean Vito Perrone

DEGREE OF BACHELOR OF SCIENCE IN EDUCATION

Peggy Pauline Aipperspach
 Toni Jean Alef
 Susan Kay Atkinson
 James Peter Beck
 Kimberly Ann Behsman
 Robin Rae Bervik
 Karen Gail Boslovitch
 Judy Lynn Bratland
 Melonie Jayne Broton
 Cheryl Lynn Bubendorf
 William Grant Butler

Dona H. Cornatzer
 Nancy Mae Cushman
 Jay G. Dahlgren
 Mary Laura Dalton
 Jimmy D. Ennis
 Gerald Lee Erickson
 Jody Carl Erickson
 Mary Beth Farmer
 Christia Bush Fordyce
 Connie Faye Gebhardt
 Jennifer Marie Gendron

TENTATIVE - NOT FOR PUBLICATION - 3

DEGREE OF BACHELOR OF SCIENCE IN EDUCATION

Rodney Blair Gilhuly
 Monica Marie Gillund
 Carrie Ann Guemple
 David Warner Hanson
 Kimberlie Jo Hanson
 Thomas George Johnson
 Jean Marie Johnston
 Kathryn Marie Kasper
 Karen Jean Kindseth
 Denise Kathryn Lajimodiere
 Susan Lander
 Linda Mary Lawrence
 Richard William Mallon, Jr.
 Stephen Chris Marshall
 Joni Renae Martinson
 Bonnie Lee McDonald
 Malcolm Blair McLeod
 Cindy Sue Olson
 Gene O. Olson
 Marlyce Dawn Peterson

Daniel Jay Petron
 Lavere Patrick Potulny
 Jo-Anne Prescott
 Kenneth Dean Putz
 June Kay Randall
 Bradley Wade Ruff
 Donald Z. Rush
 Velia Carmen Salas
 Rose Marie Schauer
 Carol Jean Schmalz
 Pamela Jean Stark
 Laurie Jean Steinbar
 Gordon Kenneth Stobbe
 Margaret S. Thorfinnson
 Judith M. Ward
 Mary Ellen Weinmann
 Denise Kay Westgard
 Michael Chris Wolf
 Marcel Percy Young

SCHOOL OF ENGINEERING AND MINES

Dean Alan G. Fletcher

DEGREE OF BACHELOR OF SCIENCE IN CHEMICAL ENGINEERING

Charles Adegboyega Adeniji
 Gary Lynn Dunford

Timothy James Ehli
 Michael William Scanlan

DEGREE OF BACHELOR OF SCIENCE IN CIVIL ENGINEERING

Ryan George Bale
 George David Byington
 Mark Donald Floan

Rodney Alan Carl Schalesky
 Theodore James Schepper

DEGREE OF BACHELOR OF SCIENCE IN ELECTRICAL ENGINEERING

Allen Keith Dominek
 Duane Robert Erickson
 Mark Lloyd Haupt
 John Lloyd Hillier
 Steven Mitchell Kahl
 Stephen Paul Mund

Gerald Thomas Paulson
 Tuong Quoc Phung
 Patrick James Spilman
 Terry Lee Torgerson
 Lanny Dewey Verner

TENTATIVE - NOT FOR PUBLICATION - 4

DEGREE OF BACHELOR OF SCIENCE IN GEOLOGICAL ENGINEERING

Jeffrey Paul Vickers

Jerroll Gordon Sillerud

DEGREE OF BACHELOR OF SCIENCE IN INDUSTRIAL ENGINEERING

Dwight Mark Pflipsen

DEGREE OF BACHELOR OF SCIENCE IN MECHANICAL ENGINEERING

Laurence Joseph Albrecht

Marty Dean Hoffman

Ricky Gjestrang

Donald Edward Nelle

Charles Mark Gravdahl

Steven George Penoncello

COLLEGE OF FINE ARTS

Dean John H. Rogers

DEGREE OF BACHELOR OF FINE ARTS

Margaret Ann Bethke

Marcia Ann Sayler

Karen Marie Ktytor

Henry Albert Smith

Mellinda Ann O'Connell

Gerald D. Weiss

COLLEGE FOR HUMAN RESOURCES DEVELOPMENT

Dean Henry J. Tomasek

DEGREE OF BACHELOR OF SCIENCE IN CRIMINAL JUSTICE STUDIES

Jay Evan Hadley

Elizabeth Rose Houle

DEGREE OF BACHELOR OF SCIENCE IN HEALTH, PHYSICAL EDUCATION & RECREATION

Quinn Alfred Diede

Bradly Alan Kerr

Teresa Elizabeth Heher

Gary Regan Krahn

Norman Dale Heyd

Mary Patricia Hulne

Michael John Super

DEGREE OF BACHELOR OF SCIENCE IN HOME ECONOMICS

Ava Ann Abernathey

Judith Ann Halvorson

Lynette Hannah Andeen

Mary Marguerite Martin

Deborah Lynn Cockayne

Jeannie Virginia Sollom

Debra Sue Drees

Becky Sue Stattelman

TENTATIVE - NOT FOR PUBLICATION - 5

DEGREE OF BACHELOR OF SCIENCE IN INDUSTRIAL TECHNOLOGY

Gregory Dominic Collette

Mitzi Lynn Swenson

DEGREE OF BACHELOR OF SCIENCE IN LIBRARY SCIENCE & AUDIOVISUAL INSTRUCTION

Annie Lawson Daley

Mindy LaKay Graham

DEGREE OF BACHELOR OF SCIENCE IN OCCUPTIONAL THERAPY

Jeannine Kathleen Colburn

Keith Wallace Olson

Julie Rae DeMars

Bruce Kevin Retterath

Julie Ann Ehlen

Leigh Ann Rosemore

Ann Darlene Johnson

Douglas A. Sala

Kathryn Ann Jones

Pamela Ann Schmidt

Rebecca Anne Kelly

Barbara Ellen Simon-Meyer

Janette Lou Morey

Diane Lynn Temanson

DEGREE OF BACHELOR OF SCIENCE IN SOCIAL WORK

David Lee Anderson

Arlys Rhae Johnson

Nina Jean Anderson

Elizabeth Ann Kalenze

Teresa M. Danik

Jane Marie laPlante

Jacqueline Gail Godsey

Blaine McKinley Munro

William John Gust III

Carole Jean Ost

Sandra Marie Hill

Robert Christopher Simmons

Patricia Jane Hnasko

Becky Sue Stattelman

COLLEGE OF BUSINESS AND PUBLIC ADMINISTRATION

Dean Clair D. Rowe

DEGREE OF BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION

DeeAnn Aaker

Brian Milton Cobbe

Terryl Ann Amundson

Kim Jon Cronquist

David Anthony Anderson

Barbara Elaine Dahlen

Scott Elroy Anderson

Michael Dean Deede

Richard Scott Bateman

Bradley Dean Ebbighausen

Peter James Beithon

Terry Lee Espeseth

DeAnn Marie Berg

Donna Jean Everson

Connie Lynn Bloomquist

Cameron Kent Ferguson

Roger A. Boeck

Linda Marie Fielhaber

Debra Jane Boley

Gretchen Marie Flackoy

Randi Lee Borth

Roger Dean Flieth

Vonne Helen Bourgois

John Robert Foss

Timothy Lee Christensen

Scott Aaron Gaddie

TENTATIVE - NOT TO BE RELEASED - 6

DEGREE OF BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION (cont.)

Thomas F. Gietzen
 Ron David Goodman
 Peggy Louise Goodwin
 Trent Charles Heinemeyer
 Hal M. Hilts
 Thomas Grant Huey
 Mary Ellen Ihlan
 Vernon Allen Johnson
 Jack James Juhola
 John Leroy King
 Dale Allen Knudsen
 Stanley Carl Koppinger
 Ronald Stanley LaMoine
 Karren Larson DeMarsh
 Kevin Louis Larson
 David John Lennon
 Jon Jerome Lenzen
 Maxine J. Lepp
 Maureen Judith Maguire
 John David McGinnis
 Terrance Lee Mees
 Laura Nell Mehrer
 Mark Richard Monette
 Maureen Susan Murray
 Donald LeRoy Nygard
 Bryan Russell Oukrop

Wayne Arthur Papke
 Thomas Alton Pell
 Darwin D. Peterson
 Richard August Poehls
 Kevin Michael Powers
 Vicki Lynn Sailer
 Michael F. Schreder
 Gregory Dean Shirley
 Paula Jean Sinner
 Sanya Srichanngam
 Mary Chris Stark
 Lonnie Roger Stein
 Terence Scott Stenmo
 Mark Darrell Stenseth
 Roger Wayne Tollefson

Myles Stephen Vosberg
 Kim Marie Wagner
 David Wayne Walker
 James Patrick Walker
 Terry Michael Wallace
 Rodney Dean Weeding
 Charles Clifford Whitman
 Mark Allen Zacher
 Leo Vincent Zimny

DEGREE OF BACHELOR OF SCIENCE IN PUBLIC ADMINISTRATION

Arlyne M. Forsberg
 Ronald D. Hagen
 Garlen Lee Haroldson
 James Robert Jester

Diana Joyce Knecht
 Kent Wishek Lovell
 Reed C. Peterson

COLLEGE OF NURSING
 Dean Elisabeth Zinser

DEGREE OF BACHELOR OF SCIENCE IN NURSING

Gail L. Abler
 Nancy Cronquist Atkinson
 Sandra Jean Bitney
 Lori Kaye Bjelverud
 Carolyn Louise Bryan

Linda Marie Wild Dunnigan
 Kay E. Edwards-Horntvedt
 Barbara Jean Eriksson
 Esther C. Hurlburt
 Kathleen Ann Klocke

TENTATIVE - NOT FOR PUBLICATION - 7

DEGREE OF BACHELOR OF SCIENCE IN NURSING (cont.)

Katherine Jo Lansing
 Ronnie Lee Lomsdal
 Janet Theresa Maher
 Marilyn Kaye Moore
 Joseph Calvin Myers, Jr.
 Pamela Ann Ness
 Christine Margaret Norman
 Mary Patricia O'Leary
 Coleen Jo Ostrom

Juanita Jane Pfeiffer
 D. Jean Polivka
 Peggy Lynn Polivka
 Pamela S. Renner
 Kathleen Jo Roemmich
 Kelley Gene Schmit
 Richard Mark Schue
 Paula Renee Sullivan
 Cynthia Ann Welsh

SCHOOL OF LAW

Dean Robert K. Rushing

DEGREE OF JURIS DOCTOR

Harlan Robert Ekre
 Graef Brian Gannon
 Tom M. Henning

Steven Kirkland Kaldor
 Ronald Walter McBeth
 Stephanie Dorothy Patel

GRADUATE SCHOOL

Dean A. William Johnson

DEGREE OF MASTER OF ARTS

Allison Jean Baird
 Barbara Louise Ballou
 David Bernard Benson
 David Wayne Brekke
 Alan Lee Buseman
 Sari Lynne Clark
 Lynn White Eggers
 Donna Jean Erickson
 Richard Emanuel Faflak
 Wanda Lou Friedrich
 Michael Paul Haring
 Gerald D. Haugeberg
 Robert Frederick Henke
 Jon Richard Holter
 William Lee Jahraus
 Carl Leroy Jensen
 Sam Anthony Johnson
 Roger T. Kalinowski
 Deborah Absey Kauffman
 Edward Paul Kehrwald

Charles Harrison Knopf
 Maureen Inez Larson
 Jean Pendray Logan
 Vicki Jean Martin
 Lewis Pinson McWhorter
 Susan Moore Miller
 Scott Ray Neevel
 Carl Robinson Noble
 Lloyd John Olson
 Alice C. Poehls
 J. Michael Sarver
 Dora Kathryn Schumacher
 Kurt Paul Schweigert
 James Thomas Simmons
 Susan Z. Spence
 Mark A. Steiner
 Steven Harold Weaver
 Janice Marie Weiss
 Joseph Gregory Wojtecki
 Galal Ibrahim Zaki

TENTATIVE - NOT FOR PUBLICATION - 8

DEGREE OF MASTER OF SCIENCE

David B. Almquist	Thomas Henry May
Roger William Andersen	George-Ann Davis Maxson
Deborah Ann Baker	Glenna Marie Meiers
Donald Llewellyn Batema	Gary Neal Meyer
Paul A. Bernier	Terri Renee Morris
Nick Emil Biondich	Linnea Ruth Ness
Guttorm Torleif Brekke	Jeanne Rae Palmer
Cecilia Marie Conway	Margaret A. Peterson
David Robert Engbrecht	John Thomas Ray
Earl Fred Fashbaugh	Jerry Dale Reinisch
Mitchell David Forstie	Richard Ray Remark
Gregory Scott Furness	Timothy Anthony Renner
Jacquelyn Wiese Grinde	John Robert Rindt
John David Haugen	Arthur L. Ruud
John Bryce Henderson	Larry Frank Smyers
John P. Himebaugh	Frederick R. Stern
Claire Ellen Hodges	Wayne Harold Sterzinger
Gary Joe Jackson	Donna Marie Bruns Stockrahm
Paul Coleman Jeffcoat-Sacco	Jerome William Stockrahm
James Bruce Kiefer	Robert J. Swank
Patricia L. Knopf	Michael W. Trentzsch
Franklin James Koch	James Michael White
Paula Ann Loendorf	Joseph Amade Wood
Elroy Craig Marcusen	

DEGREE OF MASTER OF BUSINESS ADMINISTRATION

Dennis Arnold Almer	Raymond Vincent Healy
John Bruce Ashcraft	Frank J. LaQua
Henry Lentz Elder Barr	Nolan Claude Lebow
Randall George Bartlett	Ronald William Miller
Clarence Norman Bedenbaugh	Timothy Mark Moore
William Everett Best	George Terry O'Neal
Charles Arnold Boyll	David Joseph Perella
Raymond Thomas Bull	Keith Milford Peterson
John Francis Burke	Kent Vern Radford
Allen Wesley Chamness	Richard Earl Rocklein
Michael Yan-Ming Chan	Clyde William Rothman
Billy C. Cox	Donald Henderson Scott
Conrad Arthur Deeter	George Charles Simon, Jr.
Paul L. Dempsey	John Benjamin Steele
Barbara Ruth Eylands	Marlon Warren Yankee

TENTATIVE - NOT FOR PUBLICATION - 9

DEGREE OF MASTER OF PUBLIC ADMINISTRATION

Dennis L. Frederickson
Beverly D. Grafel

Richard Kyle Reinhardt
John Campbell Staley

DEGREE OF MASTER OF EDUCATION

Penny S. Ackerland
Margaret Ann Bemarking
Donald F. Coe
Ellen Maureen Diischer
Linda Jean Halverson

Herman Green
Roland S. Heidmann
Irene Gladys Johnsen
Lois Ann Lithun
Paul Randall Plume

DEGREE OF MASTER OF FINE ARTS

Steve Raymond Garner

DEGREE OF MASTER OF ENGINEERING

Gregory Lane Davis

Habibollah Sobhan Sarbandi

DEGREE OF DOCTOR OF ARTS

Paul Andrew Hamre

William E. Maynard

DEGREE OF DOCTOR OF EDUCATION

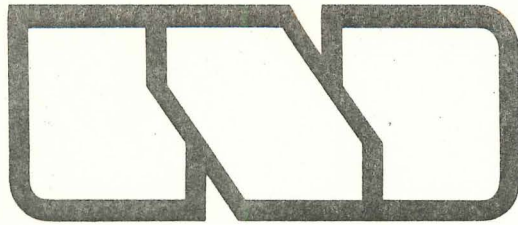
George W. Gagnon

Loren Daniel Jechort

DEGREE OF DOCTOR OF PHILOSOPHY

Bruce Beardsley Anderson
Ching-hong Chen
Franklin D. Deforest
Sylvia Arlyce Farnum
Sharon Jane Greeley
Myra Dene Heinrich
Curtiss Dean Hunt
Michael Lee Jones
Pareshkumar J. Kothari

Stephen John Maxson
Richard Spencer McVoy
James Hugh Nelson, Jr.
Lillian Ann Repesh
Randy Scott Roth
Richard Scattolini
Donald Wesley Sparling, Jr.
Walter Daniel Svedarsky
Richard L. Wedell



memorandum

TO: The University Community

DATE: DRAFT 12/11/78

FROM: Monte L. Phillips, Chairman
University Senate

RE: The University of North Dakota Constitution - Proposed Amendments

The process of amending the University of North Dakota Constitution was initiated by the Senate Executive Committee in January of 1977. An ad-hoc committee, consisting of Conny Nelson, Henry Tomasek, Larry Dobesh, and Tom Hamerlinck, was appointed by the Executive Committee in May of 1977 and charged with preparing an amended document that would reconcile the constitution and current conditions. A working draft was completed in the Fall of 1977, reviewed by President Clifford and submitted to the Executive Committee of Senate on April 20, 1978.

Amendments to the constitution may be proposed by either the State Board of Higher Education or the University Legislature. If the amending process is initiated by the University Legislature, any proposed amendments shall have been approved at two regular meetings of the University Legislature by a majority of the members present prior to submission to the State Board of Higher Education. Thus, it would seem desirable to initiate formal action no later than the February or March meeting of University Senate.

The proposed amendments to the University Constitution, together with a report prepared by Henry Tomasek on behalf of the ad hoc committee, are by this memorandum being transmitted to the University community for review prior to the initiation of any formal action. In order to facilitate and encourage response from the University community on the proposed Constitutional revisions, open meetings have been scheduled on January 17 and 18, 1979, in Gamble Hall, room 7, from 4 to 6 p.m. for the purpose of soliciting constructive recommendations on the proposed changes. The Executive Committee of Senate would be pleased to receive, at any time, comments or recommendations regarding the proposed changes prior to the initiation of formal action.

November 1978

The Executive Committee of the UND Senate has asked Dean Tomasek to prepare a brief summary of the proposed amendments to the UND Constitution and arrange the proposals in a side-by-side manner with the present document.

The views expressed in the summary are his own and not that of the committee.

TO: UND Council Members

The committee which recommended the proposed amendments to the UND Constitution was appointed by the Senate Executive Committee and began its work in the summer of 1977. The committee consisted of

Conny Nelson - Vice President for Academic Affairs
Tom Hamerlinck - Student
Larry Dobesh - Economics
Henry Tomasek - Dean, Human Resources Development

The committee's charge was to bring the constitution up-to-date. During the past decade or so changes in administrative structure and administrative style have taken place making amendment necessary. Examples:

1. New Vice Presidencies have been established.
2. The State Board of Higher Education has approved a new Tenure Document.
3. The Deans Council as a policy making body has had its functions reduced while at the same time Deans have more control (budgetary especially) within their respective colleges.
4. Faculty representation has been strengthened especially in regard to the budgetary process.
5. New college and departmental rules of governance have been developed.

The present UND Constitution and the draft proposal which would result from the recommended amendments are presented in the attached copy in a side-by-side arrangement for your examination.

1. In the present constitution those words appearing within (parentheses) are deleted in the draft copy.
2. In the draft proposal those words underlined are additions to the present constitution.

Major Changes

1. Page 2 - lines 33-35 of the original constitution
The authority of the Council (and its Senate) has been recommended for deletion.
2. Page 3 - lines 29-41 of the original constitution
The authority of deans and chairpersons has been altered by inserting phrases such as "through established academic organizational channels" thereby recognizing the varying rules of governance in the separate colleges and departments and increasing the recognition of the role of the faculty.
3. Page 4 - lines 7-34 of both present and draft constitution
Recognizes the position of the vice presidents and the role of the faculty in governance.
4. Page 5 - line 9 of the proposed draft
Recognizes researchers as faculty.
5. Page 6 - line 5 of the proposed draft
Recognizes the role of faculty in appointing procedure.
6. Page 7 - lines 2-45 of the present constitution
The State Board has approved the new tenure policy which had been written by a state-wide faculty committee (and approved by UND Senate). The draft proposal adopts this document as found in the UND Faculty Handbook.
7. Page 8 - lines 9-12 of the new proposal
Allows administrators to take developmental leave.

2 I. THE GOVERNING BOARD

3 The government of the University of North Dakota and the laboratories and stations
 4 associated with it by legislative act is vested by law in the Board of Higher Education,
 5 hereinafter referred to as the Board. The Board has final authority in all matters
 6 affecting the institution and exercises jurisdiction over its financial, educational,
 7 and other policies, and its relation with the state and federal governments. In accordance
 8 with the experience and practice of this and other institutions of similar character, the
 9 Board entrusts the execution of all its plans and policies, together with the internal
 10 government and administration of the institution, to the President and the faculty and
 11 such other officers as it may select. The President shall submit monthly for the information
 12 and approval of the Board a report showing what matters already approved by the Board have
 13 been put into execution, and all new matters, which, in his judgment, demand attention, or
 14 for which he wishes the approval of the Board. Since the Board is responsible to the
 15 legislature for the management of the institution, it desires full information upon all
 16 matters, financial and educational, from proper officials.

17 II. THE UNIVERSITY LEGISLATURE

18 1. Legislative Bodies

19 a. The University Legislature shall consist of the Council and ~~the~~ Senate.

20 b. The Council consists of the following who are employed primarily on the Grand
 21 Forks campus: The President, the Vice Presidents, the Director of Admissions and Records,
 22 ~~the Director of the Counseling Center,~~ the Director of Libraries, all deans, all department
 23 chairmen, all of the full-time faculty of the rank of instructor ~~or higher~~ the
 24 professional library staff, and such other administrative officers as the Council may
 25 designate.

26 c. The Senate shall consist of the following members:

27 (1) Ex Officio Members: The President, the Vice Presidents, the Director of
 28 Admissions and Records, the Director of Libraries, ~~the Director of Indian Studies of the~~
 29 University, and all deans.

30 (2) Faculty Members: The Council shall provide by legislation for the election
 31 of Council members to the Senate, for such terms and in such manner as the Council shall
 32 determine, but subject to these limitations: (1) no one may be eligible for election to
 33 the Senate who shall not have been a member of the Council for one full academic year;
 34 (2) the total number of elected faculty members of the Senate shall not be less than two
 35 times the number of ex officio members; (3) the faculty of each school or college shall
 36 have the right to elect to the Senate at least one of its members who are eligible for
 37 election to the Senate.

38 (3) Student Members: The number of student members and their selection by
 39 students shall be provided for in the By-Laws of the University Senate. The length and
 40 beginning of the term for student members will be determined by the Student Senate.

2 I. THE GOVERNING BOARD

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 4 associated with it by legislative act is vested by law in the Board of Higher Education,
 5 hereinafter referred to as the Board. The Board has final authority in all matters
 6 affecting the institution and exercises jurisdiction over its financial, educational,
 7 and other policies, and its relation with the state and federal governments. In accordance
 8 with the experience and practice of this and other institutions of similar character, the
 9 Board entrusts the execution of all its plans and policies, together with the internal
 10 government and administration of the institution, to the President and the faculty and
 11 such other officers as it may select. The President shall submit monthly for the
 12 information and approval of the Board a report showing what matters already approved by
 13 the Board have been put into execution, and all new matters, which, in his judgment, demand
 14 attention, or for which he wishes the approval of the Board. Since the Board is responsible
 15 for the management of the institution, it desires full information upon all matters,
 16 financial and educational, from proper officials.

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18 1. Legislative Bodies

19 a. The University Legislature shall consist of the Council and its Senate.

20 b. The Council consists of the following who are employed primarily on the Grand
 21 Forks campus: The President, the Vice Presidents, the Director of Admissions and Records,
 22 the Director of Libraries, all deans, all department chairmen, all of the full-time
 23 faculty of the rank of instructor, assistant professor, associate professor, and professor,
 24 the professional library staff, and such other academic personnel and administrative
 25 officers as the Council may designate.

26 c. The Senate shall consist of the following members:

27 (1) Ex-Officio Members: The President, the Vice Presidents, the Director of
 28 Admissions and Records, the Director of Libraries, and all deans.

29 (2) Faculty Members: The Council shall provide by legislation for the election
 30 of Council members to the Senate, for such terms and in such manner as the Council shall
 31 determine, but subject to these limitations: (1) no one may be eligible for election to
 32 the Senate who shall not have been a member of the Council for one full academic year;
 33 (2) the total number of elected faculty members of the Senate shall not be less than two
 34 times the number of ex-officio members; (3) the faculty of each school or college shall
 35 have the right to elect to the Senate at least one of its members who are eligible for
 36 election to the Senate.

37 (3) Student Members: The number of student members and their selection by
 38 students shall be provided for in the By-Laws of the University Senate. The length and
 39 beginning of the term for student members will be determined by the Student Senate.

1 2 Meetings

- 2 a. The Council meets at least once a semester on call of the President either on his
3 own motion or on written petition presented to him and signed by thirty Council members
4 consisting of faculty members from at least two schools or colleges. The President is ex
5 officio chairman, the Director of Admissions and Records is ex officio secretary.
- 6 b. The quorum of the Council necessary for the transaction of business at any meeting
7 is twenty-five percent of the Council membership, unless otherwise provided by the Council
8 legislation.
- 9 c. The Senate meets regularly once a month while the University is in session, and
10 especially on the call of the chairman or on written petition signed by ten percent of the
11 members of the Senate. The Director of Admissions and Records shall call the first meeting
12 of each academic year; subsequent regular meetings shall be as scheduled by the Senate.
13 The Senate elects a chairman from among its members; the Director of Admissions and
14 Records is ex officio secretary.
- 15 d. The quorum of the Senate necessary for the transaction of business at any meeting
16 is fifty percent of the Senate membership, unless otherwise provided by the Council or
17 Senate legislation.
- 18 e. Each Council member and Senate member is entitled to one vote at meetings of
19 their respective bodies. No vote may be cast by proxy at any meeting of either the Council
20 or the Senate.
- 21 3. Powers and Functions
- 22 a. All legislative powers of the University government are vested in the Council.
23 The powers of the Council shall include, but not be limited to:
- 24 (1) Requirements and methods for admission to the institution and questions
25 related to advanced standing.
- 26 (2) Requirements for degrees and certificates.
- 27 (3) Determination of curricula, authorization of new courses of study and
28 changes in courses of study.
- 29 (4) Questions of scholarship and attendance, coordination of outside activities,
30 methods of recording class standing and credits, examination and recitation schedules,
31 vacations, and the institution catalog and calendar.
- 32 (5) Institutional prizes, honors, and honorary degrees.
- 33 (6) General relations and interests of students, including health, conditions of
34 living, regulations of social life, athletics, student organizations and publications, musical
35 and dramatic clubs, debate and oratory.)
- 36 (7) The Library and Extension Division.

1 2. Meetings

- 2 a. The Council meets at least once a semester on call of the President either on his
3 own motion or on written petition presented to him and signed by thirty Council members
4 consisting of faculty members from at least two schools or colleges. The President is
5 ex-officio chairman, the Director of Admissions and Records is ex-officio secretary.
- 6 b. The quorum of the Council necessary for the transaction of business at any meeting
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11 members of the Senate. The Director of Admissions and Records shall call the first meeting
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- 27 (3) Determination of curricula, authorization of new courses of study and changes
28 in courses of study.
- 29 (4) Questions of scholarship and attendance, coordination of outside activities,
30 methods of recording class standing and credits, examination and recitation schedules,
31 vacations, and the institution catalog and calendar.
- 32 (5) Institutional prizes, honors, and honorary degrees.
- 33 (6) The general policies of the Library and the Division of Continuing Education.

*¹⁻⁷ numeration coordinated with "major changes" as reported in Summary

b. The Senate may exercise all of the powers of the Council, but subject to whatever limitations or instructions the Council may from time to time impose on the Senate in this regard. Any action of the Senate taken in the exercise of the Council's powers may by the Council be revoked and declared to be of no force and effect at any meeting of the Council, except as to any action that may have been completed pursuant to Senate action taken hereunder. In the event of conflict between legislation of the Council and of the Senate, the legislation of the Council shall prevail.

c. The Council and the Senate shall make available to all the Council members reports of all action taken at all meetings of the two bodies.

d. The Council and the Senate may form from the respective memberships permanent and ad hoc committees and delegate to such committees any powers or functions that are vested within the respective parent body. The Council and the Senate may also form or participate in, through designated members as representatives, committees composed partly of non-members of the Council or of the Senate.

III. THE PRESIDENT

1. The President is the executive head of the University and the laboratories and stations associated with it, and ex-officio a member of all faculties and of all committees. He is the official medium of communication between the Board on the one hand, and the University legislature, faculties, administrative officers, student organizations and students, on the other. He is responsible to the Board for the educational and business policy of the institution and accordingly has supervision over all of its officers and all of its interests, subject to the state laws and the rules and regulations of the Board.

2. It is the duty of the President, in consultation with the University legislature, to make recommendations covering the general policy of the institution and for securing and coordinating its parts. While it is the duty of the President to make such recommendations, no recommendations covering any general policy may be made to the Board without first consulting the University legislature, except in emergencies requiring immediate action. Nor shall any recommendations be made affecting the policy of any school or college or department without first consulting (the dean or head of that department).

3. It is the duty of the President to see that the rules and regulations of the Board and of the University legislature are enforced. It is, moreover, the duty of the President to (consult the advisory committee and also the deans of the faculties concerned) on the appointment, promotion or dismissal of any member of the faculty, on the reorganization of the schools and departments, on disputes arising between schools, and on matters of budget apportionment. The right of final decision in these matters is reserved to the President, but in case of differences between the President and (a dean or) the majority of (his) faculty, or a majority of (a University legislative body) the President shall present in writing to the Board those views and the reasons therefore, and also his own.

4. Among the duties of the President are the preparation, in cooperation with (the dean) of the budgets and reports to the Board; recommendations to the Board in regard to all appointments, changes of rank, removals and salaries of officers (instructors) and other

b. The Senate may exercise all of the powers of the Council, but subject to whatever limitations or instructions the Council may from time to time impose on the Senate in this regard. Any action of the Senate taken in the exercise of the Council's powers may be revoked and declared to be of no force and effect at any meeting of the Council, except as to any action that may have been completed pursuant to Senate action taken hereunder. In the event of conflict between legislation of the Council and of the Senate, the legislation of the Council shall prevail.

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15

III. THE PRESIDENT

1. The President is the executive head of the University and the laboratories and stations associated with it, and ex-officio a member of all faculties and of all committees. He is the official medium of communication between the Board on the one hand, and the University legislature, faculties, administrative officers, student organizations and students, on the other. He is responsible to the Board for the educational and business policy of the institution and accordingly has supervision over all of its officers and all of its interests, subject to the state laws and the rules and regulations of the Board.

2. It is the duty of the President, in consultation with the University legislature, to make recommendations covering the general policy of the institution and for securing and coordinating its parts. While it is the duty of the President to make such recommendations, no recommendations covering policy may be made to the Board without first consulting the University legislature except in emergencies requiring immediate action. Nor shall any recommendations be made affecting the policy of any school or college or department without first consulting through established channels the faculty of the said school, college or department.

3. It is the duty of the President to see that the rules and regulations of the Board and of the University legislature are enforced. It is, moreover, the duty of the President to consult through established academic organizational channels the faculties concerned on the appointment, promotion or dismissal of any member of the faculty; on the reorganization of the schools, colleges, and departments; on disputes arising between schools and/or colleges; and on matters of budget apportionment. The right of the final decision in these matters is reserved to the President, but in case of difference between the President and the majority of a college faculty, or a majority of the Senate or the Council, the President shall present in writing to the Board those views and reasons therefore, and also his own.

4. Among the duties of the President are the preparation of the budgets and reports to the Board in cooperation with the faculty and responsible administrators; formulation of recommendations to the Board in regard to all appointments, removals, changes of rank, and salaries of officers, faculty, and other

1 employees, the conduct of Commencement and other public exercises, and the calling of
 2 special meetings, except as provided for otherwise. Before submitting the biennial budget
 3 to the state legislature, through the Board, the President shall submit it to the University
 4 legislature for its information, (after first submitting to the deans, directors, and heads
 5 of departments the parts of the budget which affect their departments.)

1 employees; the conduct of Commencement and other public exercises; and the call of special
 2 meetings, except as provided for otherwise. Before submitting the biennial budget to the
 3 state legislature, through the Board, the President shall submit it to the University
 4 legislature for its information.

6 IV. (THE DEANS AND THE ADVISORY COMMITTEE)

5 IV. ADMINISTRATIVE OFFICERS

7 1. (The Deans)

8 a. The deans of the various schools and colleges, (the directors of stations) and all
 9 executive officers are appointed by the Board upon the recommendation of the President.
 10 Before making such recommendations, however, the President is expected to confer (with
 11 the Advisory Committee and) in making recommendations to the Board, he is expected to
 12 present the qualifications of all candidates, together with such testimonials as they may
 13 submit. When the Board is not satisfied with the recommendations made by the President,
 14 it reserves the right either to select from the names presented some other than the one
 15 recommended by the President or to ask the President to make another recommendation.

16 b. The dean of each school recommends to the President all appointments, promotions
 17 or removals of professors or teachers in his department, but the President may reserve the
 18 right to recommend some other than the (name) recommended by the dean in case of a vacancy
 19 or of a new appointment, or to ask the dean to make a new recommendation. When the
 20 President does not endorse the recommendation of the dean for the promotion, removal or
 21 appointment of a member of the faculty, he shall state in writing, when requested to do so,
 22 to the Board the recommendations of the dean and the reasons therefore. (Heads) of depart-
 23 ments shall have the same right granted deans in recommendations for promotion, removal,
 24 or appointment of their teaching staff. In general, for the purpose of securing harmony
 25 and cooperation, all officers and professors shall have a hearing concerning the appoint-
 26 ment of the subordinates, and as a general rule such appointment should not be made
 27 without their approval.

28 c. The deans have (charge of the enrolling students and) general oversight of their
 29 work. They recommend, from time to time, to the faculty of their college or to the Univer-
 30 sity legislature, changes in the curriculum and they make an annual report to the President
 31 on the conditions of their schools and colleges. (They are ex officio members of the Senate
 32 and of the Advisory Committee.) They are charged with the oversight of the educational
 33 work of their colleges and their efficient conduct, and together with the President, with
 34 the responsibility for the well-being of the institution as a whole.

6 1. The vice presidents, the deans of the various schools, colleges, and divisions, and
 7 all executive officers of the University are appointed by the Board upon the recommendation
 8 of the President. Before making such recommendations, however, the President is expected
 9 to confer through established channels with the faculty and/or other university groups
 10 as appropriate. Also, in making his recommendations to the Board, he is expected to
 11 present the qualifications of all candidates, together with such testimonials as they
 12 may submit. When the Board is not satisfied with the recommendations made by the
 13 President, it reserves the right either to select from the names presented some other
 14 than the one recommended by the President or to ask the President to make another
 15 recommendation.

16 2. The area of administrative responsibility of each of the vice presidents is delineated
 17 and delegated by the President.

18 3. After appropriate consultation through the department chairpersons with the depart-
 19 mental faculties concerned (see section VII.2.), the dean of each school or college
 20 recommends to the President through the Vice President for Academic Affairs all
 21 appointments, promotions, or removals of professors, other teaching staff, and appointment
 22 of department chairpersons; but the President may reserve the right to recommend some other
 23 than the person recommended by the dean in case of a vacancy or of a new appointment, or
 24 to ask the dean to make a new recommendation. When the President does not endorse the
 25 recommendation of the dean for promotion, removal or appointment of a member of the
 26 faculty, other teaching staff, or the appointment of a department chairperson, he shall
 27 state in writing, when requested to do so, to the Board the recommendations of the dean
 28 and the reasons therefore. Chairpersons of departments shall have the same right granted
 29 deans in recommendations for promotion, removal, or appointment of their teaching staff.
 30 In general, for the purpose of securing harmony and cooperation, all officers and professors
 31 shall have a hearing concerning the appointment of their subordinates, and as a general
 32 rule such appointment should not be made without their approval.

33 4. The deans have general oversight of the academic work in their divisions, and they
 34 make an annual report to the President on the condition of their units. They are charged
 35 together with the President and the vice presidents with the responsibility for the well-
 36 being of the institution as a whole.

37 5. Before submitting their annual budget requests through established academic
 38 organizational channels, the deans shall first consult with their chairpersons concerning
 39 the needs of their departments and the college or school.

40 6. In addition to the President, the vice presidents, the deans, the chairpersons, the
 41 faculties, and such other officers as are mentioned elsewhere in this Constitution, there
 42 may be established such other academic and administrative posts as may be deemed advisable
 43 from time to time by the Board or by subordinate authorities of the University to which
 44 the Board may appropriately delegate such power. Similarly, committees may be appointed
 45 at and by any level of University authority for the purpose of effectively carrying on
 46 the activities of the University.

Lines 40-46 of the draft have been brought over from page five, column one, lines 33-39 of the original document.



2 a. The Advisory Committee consists of the vice presidents and the deans of the various
3 schools and colleges. The committee meets at the call of the President to consider with him
4 the budget, appointments, promotions, dismissals, salaries, and such other matters as may
5 be thought worthy of attention. The committee may make such recommendations to the
6 Board as it deems best, but the decision of the President is not bound by a majority vote of
7 the Committee. The President, however, in presenting his decision to the Board or to the
8 University legislature, shall present in writing, if requested to do so, the recommendations
9 of the committee and the reasons thereof. In the event of a disagreement between the
10 President and a dean or a director or a majority of the committee, both parties may have
11 a hearing before the Board. Before taking up with the President the annual budget, the
12 dean shall first consult his own faculty concerning the needs of the department or school.)

1 1 The University Faculty

2 (The University faculty consists of all officers of instruction of the rank of instructor,
3 and above, the directors of divisions, laboratories and stations, those engaged in state
4 service work under the direction of the President, the Director of Admissions and Records,
5 and such other administrative officers as may be designated as University faculty members
6 by the Board, the President, or the University faculty. It shall meet near the beginning
7 of each semester, at the call of the President or at any time upon written request of ten
8 members.) The University faculty may formulate its attitude upon any matter affecting the
9 institution and may make recommendations to the Board, (the University legislature) the
10 President (or the Advisory Committee.)

11 2 The Faculties of Schools and Colleges

12 The faculties of schools and colleges consist of those faculty members giving instruction
13 in any of the schools or colleges of the University. Only the deans, professors, associate
14 professors, assistant professors, and (such other officers as may be selected by the deans)
15 and faculty with the approval of the President, shall have the right to vote in matters
16 affecting the general policy of any school or college. Each dean may call a meeting of the
17 faculty of his school or college whenever he deems it advisable, and must call such meeting
18 when requested to do so by one-fourth of his faculty. The President should be informed of
19 such meetings when matters of importance are under consideration. The faculty of each
20 school or college shall consider the welfare of the group and make recommendations to the
21 President and University legislature, but such faculty may not nullify legislation that touches
22 in any way the general policies of the University.

23 3. Departmental Faculties

24 The departmental faculties consist of those faculty members giving instruction in the
25 various departments or divisions of the schools or colleges. Each department or division
26 (head) may call a meeting of his departmental faculty whenever he deems it advisable, and
27 must call such a meeting when requested to do so by one-fourth of his faculty. Each
28 departmental faculty determines its own internal policies and the organization of its own
29 work, and makes recommendations regarding its curriculum and budgetary matters, but
30 such faculty may not nullify legislation that touches in any way the general policies of
31 its school or college or of the University.

32 (VI. OTHER ADMINISTRATIVE OFFICERS AND COMMITTEES

33 In addition to the President, the Deans, and the Faculties, and such other officers as
34 are mentioned elsewhere in this Constitution, there may be established such other academic
35 and administrative posts as may be deemed advisable from time to time by the Board or
36 by subordinate authorities of the University to which the Board may appropriately delegate
37 such power. Similarly, committees may be appointed at and by any level of University
38 authority for the purpose of effectively carrying on the activities of the University.)

1 V. THE FACULTIES

2 1. The University Faculty

3 The make-up and definition of the University faculty and its titles and ranks shall
4 be established by the Senate in its By-Laws within current Board guidelines. The
5 University faculty may through its Council formulate its attitude upon any matter affecting
6 the institution and may make recommendations to the Board, and/or the President.

7 2. The Faculties of Schools and Colleges

8 The faculties of schools and colleges consist of those university faculty members
9 giving instruction and/or conducting research in any of the schools or colleges of the
10 University. Only the deans, professors, associate professors, assistant professors, and
11 such other academic personnel as may be designated by the school or college faculty with
12 the approval through established academic organizational channels of the President,
13 shall have the right to vote in matters affecting the general policy of any school or
14 college. Each dean may call a meeting of the faculty of his school or college whenever
15 he deems it advisable, and must call such meeting when requested to do so by one-fourth
16 of his faculty. The President shall be informed of such meetings when matters of
17 importance are under consideration. The faculty of each school or college shall consider
18 the welfare of the group and may make recommendations to the President and University
19 legislature; but such faculty may not nullify legislation that touches in any way the
20 general policies of the University.

21 3. Departmental Faculties

22 The departmental faculties consist of those University faculty members giving instruc-
23 tion and/or conducting research in the various departments or divisions of the schools
24 or colleges. Each department or division head may call a meeting of his departmental
25 faculty whenever he deems it advisable, and must call such a meeting when requested to
26 do so by one-fourth of his faculty. Each departmental faculty determines its own
27 internal policies and the organizations of its own work, and makes recommendations
28 regarding its curriculum and budgetary matters; but such faculty may not nullify
29 legislation that touches in any way the general policies of its school or colleges or
30 of the University.

2 1. Appointments

3 All members of the faculty and all administrative officers are appointed by the Board
4 upon recommendation of the President (who confers with the Advisory Committee, the
5 deans of the school or college concerned, and, in the cases of associate and assistant
6 professors and instructors, with the head of the department concerned. Other assistants
7 and employees in departments and offices) are appointed by the head of the department
8 or office concerned, with the approval of the President and the Board. All appointments
9 shall be made solely with respect to the special fitness of the individual for the work
10 demanded in the position. Political, fraternal, social, or (church) influences shall in no
11 case affect or prejudice the appointment of any individual.

12 2. Promotions

13 Promotions shall normally be made upon recommendation by the department or division
14 head to the President, through the dean or (other immediate superiors involved) and
15 authorization or approval by the Board; faculty and staff members may also make recom-
16 mendations to the head of their department or division. In the event the President does not
17 approve of a recommendation and is unable to resolve his differences with the dean or
18 department or division head involved, the President shall, nevertheless, forward the recom-
19 mendation to the Board accompanied by a statement of his views as well as those of the
20 recommending authorities with whom he disagrees.

21 3. Terms of Employment

22 a. In the absence of some special arrangement, the employment of members of the
23 faculty is for the regular academic year of two semesters. Those continuously employed
24 must hold themselves in readiness for service at any time during the year and receive
25 their salaries in twelve monthly installments. The others receive their salaries in nine
26 monthly installments, except by other special arrangement. It is assumed that all persons
27 worthy of employment in the instructional staff will be interested above all else in promoting
28 the welfare of the University, will have no interests incompatible therewith, and will give
29 the utmost of their powers at all times to the promotion of that end.

30 b. The importance of rest and recreation is recognized for teachers, and it is desired
31 that all shall have reasonable vacations and shall use their vacations rationally to promote
32 the ends for which they are intended. All members of the faculty shall be in actual atten-
33 dance at least until after Commencement and until all reports have been made, and for at
34 least three days prior to the first day of registration in August, unless for special reasons
35 leave is extended by the President. All above the rank of instructors shall keep the Preside
36 informed as to their whereabouts in periods of absence, and be in readiness to respond
37 quickly to any call of service.

38 c. In the case of those whose term of service is continuous, and in case of assistants
39 in departments and offices and of other employees of the institution, the President or the
40 President and the head of the department, director, or superintendent concerned may
41 determine upon such terms of vacation as seem reasonable and just, and shall report the
42 same to the Board.)

5 1 VI. THE SERVICE OF FACULTY AND ADMINISTRATIVE OFFICERS2 1. Appointments

3 All members of the faculty and all administrative officers are appointed by the
4 Board upon recommendation of the President following consultation through established
5 channels with the appropriate faculty and/or staff. All other employees are appointed
6 by the chairperson of the department or head of the office concerned with the approval
7 through established channels of the President and the Board.

8 All appointments shall be made solely with respect to the special fitness of the
9 individual for the work demanded in the position. Neither political, fraternal, social,
10 or religious influence, nor handicapped or minority status, race, or sex shall affect or
11 prejudice the appointment of any individual.

12 2. Promotions

13 Promotions shall normally be made by the President upon recommendation by the depart-
14 ment chairperson through the dean of the college or school involved and the Vice President
15 for Academic Affairs after authorization or approval by the Board. Faculty and staff
16 members may also make recommendations to the chairperson of their department or division.

17 In the event that the President does not approve of a recommendation and is unable to
18 resolve his differences with the dean or department chairperson involved, the President
19 if requested to do so (see section IV.3.) shall, nevertheless, forward the recommendation
20 to the Board accompanied by a statement of his views as well as those of the recommending
21 authorities with whom he disagrees.

22 3. Terms of Employment

23 The terms of employment for faculty, staff, and other employees and current Board
24 and University provisions and procedures relating to employment are to be published
25 in the Faculty Handbook and/or other publications as appropriate. These are to be
26 freely available to all faculty, staff, and other employees, and are to govern and
27 employment practices.

2 a. Tenure is defined to mean the permanent or continuous appointment of teaching
 3 faculty members and professional staff excluding presidents and deans. Tenure shall be
 4 granted to all eligible persons, including professors, associate and assistant professors,
 5 and instructors, upon satisfactory completion of six academic years of service to the
 6 institution except that instructors shall be appointed for one year and may be reappointed
 7 for additional years up to a maximum of six years. At the end of six years, if not before,
 8 an instructor shall either be promoted to a higher rank or his service shall be terminated
 9 automatically except that in the case of special instructors, part-time instructors, and
 10 lecturers, the dean and President may consider other action and so recommend to the North
 11 Dakota State Board of Higher Education. Individuals with previous professional experience
 12 at other institutions may, at the discretion of the dean and President, be given certain
 13 credit for this experience not to exceed five years. Persons with two years of previous
 14 professional experience at other institutions shall be granted a minimum of one year of credit.
 15 Persons with three or more years of previous professional experience at other institutions
 16 shall be granted a minimum of two years of credit.)

17 b. The services of a person with tenure shall be terminated only for adequate cause.
 18 The specific reason for the proposed termination of the appointment of a person with
 19 tenure shall be made by notice in writing by the President and presented to the person
 20 involved and to the State Board of Higher Education. The date of termination shall be
 21 twelve months from the date of final approval of the dismissal action by the State Board
 22 of Higher Education.

23 If the faculty member's continued presence in the classroom is shown to be clearly
 24 harmful to the institution, suspension by the President may take place immediately
 25 subject to the State Board of Higher Education.

26 When approval of a decision to dismiss except in a case involving moral turpitude is
 27 given by the State Board of Higher Education in accordance with the provisions and proce-
 28 dures delineated in Section 3, the faculty member's annual salary, as stated in his last
 29 previous salary notice, will be paid to him within the year following the date of final
 30 approval by the State Board. In the event a reduction in staff becomes necessary because
 31 of financial stress, legislative action, loss in enrollment, consolidation of departments,
 32 or dropping of courses, the termination of the appointment of a person with tenure shall
 33 be bona fide, consideration shall be given to departmental seniority in the retention of
 34 faculty members. The position shall not be filled for at least two years unless the person
 35 dropped from the position has been given an opportunity to return to it.

36 Notice of termination of services of faculty members, including those holding proba-
 37 tionary appointments shall be according to the following schedule:

38 (1) Not later than March 1 of the first academic year of service, if the appointment
 39 expires at the end of that year; or, if a one-year appointment terminates during an
 40 academic year, at least three months in advance of its termination.

41 (2) Not later than December 15 of the second academic year of service, if the appoint-
 42 ment expires at the end of that year; or, if an initial two-year appointment terminates
 43 during an academic year, at least six months in advance of its termination.

44 (3) At least twelve months before the expiration of an appointment after two or more
 45 years in the institution.)

1 4. Tenure, Dismissal, and Academic Freedom

2 a. The definition and principles of faculty tenure and academic freedom, and the
 3 specific regulations and current Board and University policies governing tenure, academic
 4 freedom, and faculty rights are to be published in the Faculty Handbook and the By-Laws
 5 of the Senate. These principles, regulations, and policies are the foundation of good
 6 practice with respect to faculty retention and dismissal and academic freedom, and are
 7 basic to the University's mission of teaching, research, and service.

8 b. The services of a person with tenure shall be terminated only for adequate cause.
 9 The specific reason for the proposed termination of the appointment of a person with
 10 tenure shall be made by notice in writing by the President and presented to the person
 11 involved and to the State Board of Higher Education. The date of termination shall be
 12 twelve months from the date of final approval of the dismissal action by the State Board
 13 of Higher Education.

14 If the faculty member's continued presence in the classroom is shown to be clearly
 15 harmful to the institution, suspension by the President may take place immediately subject
 16 to the State Board of Higher Education.

17 When approval of a decision to dismiss except in a case involving moral turpitude
 18 is given by the State Board of Higher Education in accordance with the provisions and
 19 procedures delineated in Section 3, the faculty member's annual salary, as stated in his
 20 last previous salary notice, will be paid to him within the year following the date of
 21 final approval by the State Board. In the event a reduction in staff becomes necessary
 22 because of financial stress, legislative action, loss in enrollment, consolidation of
 23 departments, or dropping of courses, the termination of the appointment of a person
 24 with tenure shall be bona fide; consideration shall be given to a departmental seniority
 25 in the retention of faculty members. The position shall not be filled for at least two
 26 years unless the person dropped from the position has been given an opportunity to
 27 return to it.

28 Notice of termination of services of faculty members, including those holding
 29 probationary appointments shall be according to schedules appropriate to paragraph a.
 30 above, and published in the Faculty Handbook or By-Laws of the Senate.

1 c. A person with tenure who has been recommended for dismissal (shall) if he desires,
 2 (be granted a hearing by the Tenure Committee upon written request to the President. His
 3 request must be made within fifteen (15) days after receipt of the notice of intent of termi-
 4 nation of appointment from the President. A person who has been recommended for dismissal
 5 may appear with counsel and witnesses before the Tenure Committee.)

6 (The Tenure Committee shall consist of five members with tenure status elected for a five-
 7 year period by members of the faculty holding tenure. The Tenure Committee will elect its
 8 own chairman from within its membership.

9 The person against whom charges are made shall be informed in writing of the charges
 10 against him at least fifteen (15) days before the hearing.

11 At the hearing, the person against whom charges have been made will be given the
 12 opportunity to present evidence and witnesses in support of his position. He may be
 13 assisted by counsel and shall also be given the opportunity to cross-examine witnesses
 14 or any persons submitting evidence against him. Hearings may be public at the discretion
 15 of the Tenure Committee.

16 The person against whom charges have been made shall have the right to be present
 17 or represented at all hearings and appellate procedures where evidence is offered or where
 18 argument is heard relating to his case.

19 After the completion of the hearing the Committee shall submit in writing to the
 20 person being discharged, the President of the institution, and the Board a careful evaluation
 21 of the evidence and the Committee's recommendation, together with a complete record of the
 22 hearing.

23 In the event that the Board does not concur with the recommendation of the Tenure Committee,
 24 a joint meeting of the Tenure Committee, the Board, and any others deemed advisable by
 25 the Board shall be held before the final action is taken by the Board.)

26 d. The President shall notify in writing all persons of their tenure status upon
 27 appointment or upon any change of status, and each action shall be so certified to the
 28 North Dakota State Board of Higher Education.

29 5. Leaves (of Absence)

30 Faculty members may be granted leaves of absence, normally not to exceed one
 31 academic year in duration, and with or without financial assistance from the University.

*6

1 c. A person with tenure who has been recommended for dismissal may, if he or she
 2 desires, appeal the recommendation according to policies laid down in the Board's
 3 current statement on Academic Freedom, Tenure, and Due Process, and current USD guide-
 4 lines for implementing the Board's statement. The statement and guidelines are to be
 5 published in the Faculty Handbook and the By-Laws of the Senate.

6 d. The President shall notify in writing all persons of their tenure status upon
 7 appointment or upon any change of status, and each action shall be so certified to the
 8 North Dakota State Board of Higher Education.

9 5. Leaves: Faculty and Administrator Development

*7

10 Faculty members and administrative officers may be granted for purposes of pro-
 11 fessional renewal and development leaves of absence, normally not to exceed one academic
 12 year, with or without financial assistance from the University

1 in accordance with regulations and policies formulated (from time to time) by the University
 2 with the approval of the Board. (Such regulations and policies shall reflect these general
 3 considerations: significance of the leave in developing the academic background of the faculty
 4 member, the value to the department involved and the University as a whole, and the
 5 contribution the faculty member while on leave would be making to causes, projects and
 6 endeavors of significance to the academic world.)

7 6. Representation and Attendance at Meetings

8 (a. In order that the institution may be properly represented at the various academic
 9 gatherings or functions in which it is requested or invited from time to time to participate,
 10 the President, or at his request the University legislature, selects such members of the
 11 faculty as he or the University legislature deem appropriate or worthy to represent the
 12 institution. A sum is set aside in the annual budget to defray the expenses of such repre-
 13 sentation in whole or part.)

14 b. In addition to the above, members of the faculty are urged to become members of
 15 and to attend meetings of national and state professional associations. (In order to encourage
 16 teaching efficiency and promote original and creative work among the members of the faculty,
 17 a sum is set aside also to defray the expense in whole or in part of those who are delegated by
 18 the President to attend such meetings. Assignments from the fund are made by the President
 19 irrespective of the rank of the applicant. Members of the faculty to whom such assignments
 20 are made are expected to make a brief report to the President on their return home, or at
 21 some University gathering, if requested.)

22 (VIII. MISCELLANEOUS MATTERS)

23 1. Order of Communications and Reports

24 a. Communications or reports pertaining to matters of business or appointments to
 25 be presented to the Board shall be first presented to the President for his examination and
 26 recommendation; but the Council or Senate (or the Advisory Committee) may, if they deem it
 27 advisable, address the Board directly.

28 b. In the same way, communications and reports to superior authorities shall, in
 29 general, be transmitted through all intermediary officers, but the right of the President
 30 to call for immediate reports from any member of the institutional or administrative staff,
 31 or the right of any member of the faculty or of any employee of the University to address
 32 the President directly, shall not be denied.

33 2. Regulating the Use of University Property

34 No one (connected with the University) shall use, for his own personal pleasure or for
 35 other personal purposes, or remove from the buildings or grounds, any property of what-
 36 ever description belonging to the institution, even though it may seem to be of no value,
 37 unless it be temporarily and pursuant to some well established regulation or usage, or
 38 with the distinct approval of the President.

39 3. Spirit of Cooperation

1 in accordance with regulations and policies formulated by the University and approved
 2 by the Board. Leaves may also be granted by the President for other purposes as
 3 appropriate to the interests of the University.

4 In addition to the above, members of the faculty and administrative officers are
 5 urged to become members and to attend meetings of national, regional, and state profes-
 6 sional associations. The University and its colleges, schools, and departments will
 7 develop policies appropriate to available resources to provide assistance to faculty
 8 and administrative officers for participation in professional meetings and travel for
 9 the benefit of the institution.

10

VII. UNIVERSITY PROPERTY

11 No one shall use for his own personal pleasure or for other personal purposes, or
 12 remove from the buildings or grounds, any property of whatever description belonging
 13 to the institution, even though it may seem to be of no value, unless it be temporarily
 14 and pursuant to some well established regulation or usage, or with the distinct approval
 15 of the President.

16

VIII. COMMUNICATION AND COOPERATION

17 1. Order of Communications and Reports

18 a. Communications or reports pertaining to matters of business or appointments to
 19 be presented to the Board shall be first presented to the President for his examination
 20 and recommendation; but the Council or Senate may, if they deem it advisable, address
 21 the Board directly.

22 b. In the same way, communications and reports to superior authorities shall, in
 23 general, be transmitted through all intermediary officers, but the right of the President
 24 to call for immediate reports from any member of the institutional or administrative
 25 staff, or the right of any member of the faculty or of any employee of the University
 26 to address the President directly, shall not be denied.

27 2. Spirit of Cooperation

1 a. It shall be the duty of all persons connected with the institution to cooperate with
2 the Board in carrying out the purposes and policies of the Board, and it shall also be the
3 duty of all such persons to cooperate with the President who is the representative of the
4 Board. Deans, heads of departments, (and full professors) may reasonably expect the loyal
5 support of (professors) and employees who work with them in carrying out the policies
6 approved by the President and faculty.

7 b. At the same time all superior officers are reasonably expected to give an open mind
8 to criticisms or suggestions made to them by (teachers) and other persons working under their
9 direction. The Board desires all persons connected with the University to deal with each
10 other frankly and kindly and to work harmoniously together for advancement of the insti-
11 tution. In the opinion of the Board, it is only under such conditions that a noble spirit of
12 cooperation and helpfulness may be created at the institution. Such spirit cannot be
13 created by legislation or constitutional amendments.

14 IX. AMENDMENTS

15 1. Power to Amend

16 This Constitution may be amended by the Board by approval therefore by a majority
17 of the Board at two regular meetings of the Board. However, this Constitution may be
18 amended by a majority of the Board at only one regular meeting, when the proposed amend-
19 ment shall have been recommended to the Board by the University legislature, and such
20 recommendations shall have been approved at two regular meetings of the University
21 legislature by a majority of the members present at those meetings.

22 2. Notice Requirements

23 Prior to any meeting of the Board or of the University legislature where an amendment
24 to the Constitution is to be considered for adoption or recommendation, at least two weeks
25 notice of such consideration of amendment at such meeting shall be sent to all members of
26 the Board and of the University (legislature) respectively.

May 1, 1974

1 a. It shall be the duty of all persons connected with the institution to cooperate
2 with the Board in carrying out the purposes and policies of the Board, and it shall also
3 be the duty of all such persons to cooperate with the President who is the representative
4 of the Board. Vice presidents, deans, chairpersons of departments and divisions may
5 reasonably expect the loyal support of faculty and employees who work with them in
6 carrying out the policies approved by the President and faculty.

7 b. At the same time all superior officers are reasonably expected to give an open
8 mind to criticisms or suggestions made to them by faculty and other persons working under
9 their direction. The Board desires all persons connected with the University to deal
10 with each other frankly and kindly and to work harmoniously together for advancement
11 of the institution. In the opinion of the Board, it is only under such conditions that
12 a noble spirit of cooperation and helpfulness may be created at the institution. Such
13 spirit cannot be created by legislation or constitutional amendments.

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17 the Board at two regular meetings of the Board. However, this Constitution may be amended
18 by a majority of the Board at only one regular meeting, when the proposed amendment shall
19 have been recommended to the Board by the University Senate and such recommendations shall
20 have been approved at two regular meetings of the University Senate by a majority of the
21 members present at those meetings.

22 2. Notice Requirements

23 Prior to any meeting of the Board or of the University Senate or Council where an
24 amendment to the Constitution is to be considered for adoption or recommendation, at
25 least two weeks notice of such consideration of amendment at such meeting shall be sent
26 to all members of the Board and of the University Senate or Council respectively.

Our reason for making a report at this time is to give an update on the disability insurance and legislation involving health insurance and retirement.

1. Disability Insurance. As most faculty are aware, December 1, 1978, was the starting date for a group disability insurance plan with TIAA. The cost of the insurance is borne by the individual.

The Fringe Benefits Committee asks the Senate for direction concerning the premiums for the insurance. Should the University seek to get a salary reduction plan? Under a salary reduction plan the individual's salary is reduced by the amount of the premium to essentially shelter the premium payment. Such plans must have the approval of the IRS, but other states with similar programs have done so. In the event of a salary reduction the Deans would undoubtedly find it necessary to figure base salaries as salary plus that premium to arrive at a budget amount.

2. Blue Cross-Blue Shield. The Governor's budget requests for most, if not all, state agencies, including the Board of Higher Education, provide for full health care for families. The Fringe Benefits Committee recommends that the University Senate support the passage of this part of the budget request.

3. Retirement. Regardless of any legislation that may take place in 1979, the Fringe Benefits Committee recommends that any person with at least 10 years in TIAA-CREF and remaining in both TIAA-CREF and TFFR have his and the employer's contributions to TIAA-CREF become 1/2% less than the maximum contribution to TIAA-CREF. At present that means an increase from 5% to 5 1/2%.

There will be bills presented to the 1979 Legislative Assembly pertaining to retirement benefits for people who are presently paying into both TIAA-CREF and the North Dakota Teachers' Fund for Retirement. There are approximately 440 faculty and administrators in the state who are in this group, 152 of them at UND. Some of the essentials are given below.

A. A bill to allow members of both retirement plans to withdraw from the Fund the individual's prior assessments and state's contribution, plus interest, the total amount to be deposited with TIAA-CREF. Such members who have at least 10 years in TIAA-CREF should automatically have the TIAA-CREF premium and match by the state be paid at the prevailing rate for those entirely under TIAA-CREF with 10 years or more.

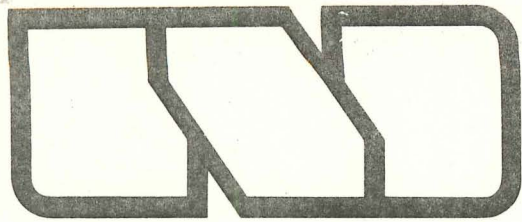
B. A bill to improve the annuity benefits under TFFR and TIAA-CREF. This bill is nearly identical to a bill sponsored by Senator Frank Wenstrom of Williston in 1977. His bill passed the Senate by 47-1 and was defeated by the House 47-51. The bill improves the TIAA-CREF offset that is used to pay the TFFR annuity. Under present law the offset is the total TIAA-CREF annuity, and the new bill uses only the state contribution to TIAA-CREF, about half the TIAA-CREF annuity, as an offset. This enhances the benefits for those fairly near retirement and would also apply to those already retired under the 1975 law.

C. An alternative to B. A bill drafted by Representative Gordon Larson, a member of the Legislative Committee on Retirement, allows a member to buy into the Fund. The member makes a payback to 1969, premiums plus interest, equal to the amount that would have been paid by a public school teacher on the same salary. The TIAA-CREF annuity would be frozen at the present amount and no further contribution to TIAA-CREF would be made. The member and the state would thereafter pay into TFFR at the rate prescribed for public school teachers and school districts.

-2-

All three of these proposals were given favorable recommendations by the Legislative Committee on Retirement at its meeting October 24. Proposal A will cost the Fund little and in the long run will affect it favorably, so it appears likely to pass. B and C are somewhat similar to each other, although they place the cost differently. An actuarial study before the October 24 meeting estimated the cost to the state for Proposal B to be about \$5.1 million, including \$600,000 for persons already retired. Proposal C will cost the average participant from \$4000 to \$6000, with some costs running as high as \$10,000.

We recommend that the University Senate go on record as supporting the passage of Proposal A and either B or C, with a strong preference for B. We suggest a resolution urging President Clifford and other members of the University community to present a united effort in this direction. Retirement benefits are not the same as salary requests and the legislature will hopefully respond favorably to Proposals A and B. This package will pretty much complete the somewhat patchwork job that has been done on retirement during the past 5 years.



memorandum

TO: University Senate Secretary

DATE: Nov. 14, 1978

FROM: University College Senate Committee, Edward Nelson, Chm.

RE: Report to University Senate

Since the last report to the Senate the University College Committee has had input into the University College Dean selection by having a member serve on the selection committee.

The Committee this year has focused its attention on the following areas:

1. The possibility of a general studies program at U.N.D.
2. The improvement of freshman advising with more faculty involvement in the program.

Last year's Committee members:

J. Rue, G. Schubert, G. Lawrence, R. Medalen, L. Allen,
L. Jorgensen, M. H. Smiley, D. J. Robertson (ex officio).