

NMU Board, Faculty Probing Problems, Seeking Solutions

Northern Michigan University's initial period of sharp growth, during which some mistakes were made, resulted in the current period of repair, during which administration and faculty together must seek solutions to their mutual problems.

John P. McGoff, Williamston, chairman of the NMU Board of Control, so stated Wednesday night at a dinner attended by the board and the NMU Faculty Senate. He told senate members the continued growth of Northern "is our major concern, and I am sure it is yours also."

Cooperation Urged

He voiced a plea for cooperation between instructors and administrators, noting that, as a step in that direction, Interim President Ogden E. Johnson

had appointed a special advisory committee to probe problems besetting the university.

That committee has met four times, Johnson reported to the board later Tuesday, and plans to convene again Feb. 5. To date the group, representing administration and faculty, has been involved primarily with procedures and launching of studies, but it also considered and agreed on some policies concerning the tenure and evaluation of faculty members. The policy statement was approved by the board at its formal meeting Wednesday night (see related story).

As an offshoot of the advisory committee a subcommittee consisting of three members of the board of control and three faculty

members was named to specifically consider the case of Robert F. McClellan.

The NMU history professor's contract termination led to wide-scale protest by NMU faculty and students last fall and to the subsequent appointment of the committee now studying university problems.

Met Today

The subcommittee — which held its first session at 10 this morning — is composed of McGoff, Dr. Fred Sabin, Marquette, and John Farley, Menominee, from the board; Johnson, representing the administration; and Dr. Donald Baker, physics professor and faculty senate chairman; Dr. Richard O'Dell, history professor, and Dr. James Rapport, speech department chairman, representing the senate.

Responding to McGoff's statements at dinner, Baker commented, "We have come farther in the past several months on the development of machinery to get at our problems," than in any prior period, "and this augurs well for the university. I hope we are now on the road to solutions."

Dr. Ellsworth Barnard of the faculty senate assured board members "the faculty does not want to run this university." Faculty members have all they can do to handle their teaching loads, he said, but they do have some ideas on "how to do our job and under what conditions we can work most wholeheartedly."

Beneficial Exchange

Consensus among both board and faculty members was that a continuing exchange of ideas between administration and faculty will be beneficial to both groups and good for the university.

Baker said he believes Northern has grown in physical plant, enrollment and programs but that its capability to sustain new programs has not grown accordingly. Funds and other resources of all sorts must be brought to bear on uniform and broad growth of the university, he stated.

Rapport listed as one of Northern's major problems the turnover in faculty members from year to year. "We are losing the tradition, the uniqueness, the intimacy that was Northern," he declared, placing a large share of the blame on faculty turnover, which he labeled "monumental."

Michael Shapiro of the senate suggested Northern might hold back a bit and take stock of problems created by its growth.

Edwin O. George, Bloomfield Hills, a board member, said it is his belief that the history of Northern lies not in its past but in its future; that there will always be imbalance, as there will always be challenge; and that the university must take stock of its situation not in terms of today's problems but in terms of the years ahead.

He also indicated concern with trends toward automation in teaching, and Dr. Earl Hilton of the faculty senate agreed this becomes a greater problem as universities grow.

Senate members believe the faculty turnover problem at Northern is greater than at universities of comparable size and scope.

Thomas Knauss pointed out that faculty continuity is so interrelated with other problems, it is difficult to separate them. Because of turnover, he said, many instructors each

Principals To Meet In Marquette

Members of the Upper Peninsula Association of Elementary Principals will hold their mid-winter meeting Friday and Saturday at Northern Michigan University.

The Friday evening business meeting will be held in the University Center, beginning at 8.

Mrs. Edythe Haynes, elementary principal of the L. P. McDonald School, K. I. Sawyer Air Force Base, and a member of the board of directors of the Michigan Association of Elementary Principals, will present the present status of the association relative to membership in the Michigan Education Association and revision of the present constitution.

Leslie Miller, elementary principal, Crystal Falls, will present updating information on salary levels and procedures.

Focus On Curriculum

The Saturday meeting will be held in the University Center at 9 a.m. and will focus on curriculum. Mrs. Joyce Baylor, elementary supervisor, and Edward Jason, principal of the Norway-Vulcan School District, will explain their non-graded reading program.

The elementary principals will have Dr. Jack Rombouts, assistant to the president of NMU, as their luncheon speaker.

Registration will be held at the Little Theater at NMU.

Major Heimer Wins Air Medal In Vietnam

Major Archie H. Heimer recently was awarded the Air Medal at Cam Ranh Bay Air Base in Vietnam for air action in Southeast Asia.

His wife, Caroline, is the daughter of Mr. and Mrs. Cliff Cate, 479 Lakewood Lane, Harvey.

An F-4 Phantom aircraft commander, Heimer was decorated for his outstanding airmanship and courage on successful and important missions under hazardous conditions.

Marietta was the first settlement in Ohio to survive and become a permanent city.

fall feel they are starting all over.

McGoff closed the discussion period with the statement "We on the board are dedicated to this university, and we want you on the senate to tell all the faculty there is a future for them here."

A university, McGoff concluded, is only as great as its faculty and the influence of that faculty.



New Policies On Evaluation, Tenure, Dismissal Of NMU Faculty Adopted By Board

Northern Michigan University's board of control Wednesday night approved and adopted new policies on tenure, failure to reappoint non-tenured faculty members, and procedures involved in evaluating faculty members and maintaining their personnel records.

The policies represent areas in which agreement was reached in recent weeks by members of the university board, administration and faculty senate, meeting as a special advisory committee to work out problems affecting the university.

Under terms of the policy on academic tenure, persons initially appointed to a faculty rank below that of associate professor will have permanent tenure after fulfilling a five-year probation period, while those appointed initially to the rank of associate professor or above will have permanent tenure after a three-year probation. **Probation Extensions**

In both instances, however, the board of control may extend the probation periods for not more than two years, on recommendation of the university president.

At the time of reappointment for the fifth year (third for those initially appointed associate professors or above), faculty will be notified in writing of (1) terminal appointment; (2) intention to grant tenure upon completion of satisfactory fifth (or third) year, or (3) probability that probationary period will be extended. Letters of appointment for sixth year (fourth in cases of those appointed at rank of associate professor or above) will contain a statement that tenure is held or probationary period extended.

Lack Of Reappointment

The policy on failure to reappoint a non-tenured faculty member provides:

● That when such a person is notified by the academic vice

president he may not be reappointed for any reason other than lack of professional competence, he must be advised in writing of the reason or reasons and, on his request, these will be communicated to the non-tenure advisory committee.

● That committee is to be given all evidence in possession of the administration and faculty member concerned and, after consideration, will advise the president and faculty member of its recommendations, and the faculty member will have opportunity to appear before the committee.

Such recommendations will be advisory only, since ultimate responsibility for final disposition in such matters is vested in the university president and board of control.

● That the non-tenure advisory committee will consist of five members appointed annually by the president from a list of 10 nominees submitted by the faculty senate and will include no more than three representatives from any school within the university and no more than one from any department.

Evaluation Methods

Board members also approved procedures involved in periodic evaluations of faculty members. This policy determines that all such evaluations must be written, submitted on approved forms, made at least once each academic year and discussed with the faculty member concerned. Evaluations of faculty members who are not department heads are to be made by their department heads, and those of department heads by their deans.

Also set by the new policy are (1) the scope of information on faculty personnel records; (2) regulations governing access to the records; and (3) methods of review and correction of the records.

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