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Heather M. Loughney

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the university of akron
Chronicle

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a report to the faculty of
the university of akron



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November 1, 1975

DECEMBER COMMENCEMENT 1975

The annual midyear Commencement will be held on Sunday afternoon, December 14, 1975, at 3 p.m. in Memorial Hall. The graduates will hear an address by Dr. Arthur F. Burns, Chairman of the Board of Governors of the Federal Reserve System. The traditional reception for students and their families and faculty will take place the preceding Sunday afternoon, December 7, 1975, from 2 to 4 p.m. in the Edwin J. Thomas Performing Arts Hall.

UNIVERSITY DATES

- November 2 "Shakespeare's Britain", travelog by Eric Pavel, Knight Auditorium, 2 p.m.
Concert by University Brass Choir, Trinity Lutheran Church, 3 p.m.
- November 4 Concert by Akron Symphony Orchestra, with Paul Biss, Violinist, and Akron Symphony Chorus, Thomas Hall, 8:15 p.m.
- November 9 Concert by University Glee Clubs, Firestone Conservatory, 3 p.m.
Concert by University Orchestra, Thomas Hall, 8:15 p.m.
- November 12 Thomas Hall Series—Goldovsky Opera Theatre presents Don Giovanni, 8:15 p.m.
- November 16 "The Vanishing Old West", travelog by Ed Lark, Knight Auditorium, 2 p.m.
Concert by University Singers, Firestone Conservatory, 8:15 p.m.
- November 20 Regular meeting of University Council, Leigh Hall 307, 3 p.m.
- November 21-23 University Theatre presents Tennessee Williams' A Streetcar Named Desire,
and 28-30 Kolbe Theatre, 8:15 p.m.
- November 23 Concert by University Symphony and Marching Bands, Thomas Hall, 8:15 p.m.

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CHANGES ON UNIVERSITY COUNCIL, 1975-76

Membership

Mr. James Nolte has been elected as a representative of the Community and Technical College in succession to Dr. David Dolan.

Mr. Michael Pernice has been elected as a representative of Associated Student Government in succession to Mr. Steven Cordova.

Procedural Committee

Dr. Alan Hart has been elected in succession to Dr. David Dolan, 1975-76.

ADDITIONS TO UNIVERSITY COUNCIL COMMITTEES, AND ELECTED CHAIRMEN, 1975-76

Academic Policies, Curriculum and Calendar

The new student members are Misses Sandra Parks and Leslie Unger; and Messrs. David Dilley, Patrick Dougherty, Dennis Grady, James Macak and Matthew Pugliese.

Athletics

Dr. H. K. Barker, chairman. The new student members are Misses Janice Cowan and Eileen Herbert.

Campus Facilities Planning.

Mr. David Robinson, chairman. The new student members are Mr. H. Hollingsworth and Miss Linda Lopez.

Faculty Rights and Responsibilities

Mr. James Taggart has been elected to represent the Community and Technical College, in succession to Dr. David Dolan, 1975-78.

Library and Learning Resources

Mr. David Jamison, chairman. The new student members are Miss Hedwig Kenessy and Mr. Michael Pernice.

Reference

Dr. Michael d'Amico, chairman.

Research (Faculty Projects)

Dr. Don Gerlach has been appointed to this committee.

Student Affairs

The new student members are Misses Lyn Chalfant, Teresa Gilles, Diane Paparone, Sandra Pianalto, Dorothy Whitcomb; Messrs. Christopher Bosso, Kenneth Butler, Edward Gilbert, Keith Gwyn, Leonard Krause, Michael Mason, Ernest Ward.

CHANGES ON UNIVERSITY COMMITTEES

Advisory Committee, Center for International Programs

Dr. Arno Lepke, has been appointed to this committee, ex officio.

University Budget Committee

Mr. R. W. Duff, chairman; Dr. Noel Leathers, Dr. Charles Poston, Dean R. A. Oetjen, Mr. John Finan, Mr. William Neumann, Mr. Greg McDonald; ex officio—Dr. D. J. Guzzetta, Mr. Henry Nettling, Mr. E. S. Wysocki. One faculty member additional is to be elected.

MINUTES OF MEETING OF UNIVERSITY COUNCIL, October 16, 1975

The first regular meeting of the University Council for the 1975-76 academic year was called to order by the Chairman, Vice President Noel Leathers, at 3 p.m. on Thursday, October 16, 1975, in Leigh Hall 307.

Fifty-five of the 66 members of Council were present. Those who were absent with notice were Dr. John Bee, Dr. C. Carrino, Dr. J. W. Dunlap, Dr. D. J. Guzzetta, Dr. I. MacGregor, Dr. C. Poston, and Mrs. Anne West. Others absent were Mr. D. Dilley, Dr. J. Gwinn, Dr. W. Hendon. The new chairman of the Faculty Well-Being Committee has not yet been elected. Dr. James Richardson, outgoing chairman of the Faculty Rights and Responsibilities Committee, was present inasmuch as the 1975-76 chairman has not yet been elected.

Dr. Leathers first introduced the new members of the Council since its organization for the 1975-76 year last May: Mrs. Virginia Allanson, Library, vice Mr. Cramer; Miss Deb Amstutz, Evening student, vice Mr. Baker; Dr. Lillian DeYoung, the new Dean of the College of Nursing; Mr. James Nolte, Community and Technical College, vice Dr. Dolan; Mr. Patrick Dougherty, president of the Associated Student Government, vice Mr. Corlett; and Mr. Michael Pernice, ASG representative, vice Mr. Cordova.

The Chairman called for consideration of the minutes of the meetings of University Council as recorded in the AU Chronicle of June 25, 1975: the adjourned regular meeting of May 1, 1975 (from March 20, April 3 and April 17); the regular meeting of May 15, 1975; the adjourned regular meeting of May 29, 1975 (from May 15); and the adjourned regular meeting of June 5, 1975 (from May 15 and May 29). Dr. Gerlach asked to correct the minutes of June 5, on page 29, the sixth paragraph from the top, to add to the end of the first sentence: " and a random sample of non-Ohio institutions." Mr. Robinson asked to correct the minutes of the June 5, 1975 meeting, on page 28, fourth paragraph from bottom, second line, to read: "not exclusive of the Law School". With these changes incorporated, the Council approved the minutes of the four meetings as printed.

The next item on the agenda was "Remarks of the President". Dr. Leathers informed the Council that Dr. Guzzetta was recuperating from emergency kidney surgery that morning at Akron City Hospital and the prognosis was good. In his absence, he would try to touch on matters of interest to the Council which the President would have related. He said that the Educational Policy Committee of the Board of Trustees had been considering the revised Financial Exigency statement, and had met with various faculty members in discussing some minor changes. The Educational Policy Committee was scheduled to meet again next week for its final recommendation to the entire Board on October 22.

In response to Dr. Merrix's question, Dr. Leathers replied that the statement, when formally approved by the Board, would not be returned to Council for any further action, since there had been considerable opportunity for its evaluation by Council, other faculty members and the Board over the last months.

The Chairman noted that Dr. Schultz, chairman of the Faculty Manual subcommittee of the Academic Policies, Curriculum and Calendar Committee, had turned over the minutes to Mrs. Anne West, Secretary of Council. Dr. Leathers added that the revised draft of the Faculty Manual was now in the hands of the Board's Educational Policy Committee for review and possible change. Faculty members will be invited to discuss these matters with the Committee before any final recommendations are incorporated.

The Inter-University Council had met in Columbus last Tuesday, the Vice President continued, and it was estimated that enrollment in state institutions had increased from some 309,000 to 326,000 FTE's this fall, although the audit of the 14th day of classes would not be completed until around

MINUTES OF UNIVERSITY COUNCIL MEETING, 10/16/75, continued

December 1. It appeared that enrollment in the state would be up from 3 to 6 percent, and there was some doubt if the earnings would result in any more dollars. Some of the universities plan to increase their tuition above the \$210 former maximum. It is ironic that in this year of higher enrollments the Legislature had lowered the budget. There is also a question concerning the state auditor's assumption that in-state travel by university employees must come under the state travel policy. The Inter-University Council learned that there may be a cash flow problem temporarily in meeting some obligations for a month. According to legislative action, there will be raises for Civil Service employees effective January 1, although money for the increase was not included in the budget.

Dr. Hart inquired if members of University Council would receive copies of the revised draft of the Faculty Manual. Following a discussion as to possible distribution of the draft, Dr. Leathers assured the Council that copies would be available.

Dr. Bill Frye, chairman of the campus 1975 United Way-Red Cross campaign, named his co-chairmen—Dr. Joseph Latona, Mr. Ralph Larson and Mrs. Lois Rakich, and announced that to date \$30,000 has been pledged toward the University's \$39,100 goal. He urged all the faculty and staff to return their pledges promptly to insure our meeting quota on time.

The other announcement on the agenda was read by Miss Pardee in the absence of Mrs. West, Council Secretary, forwarded by Dr. S. A. Samad, Dean of the School of Law:

"Pursuant to prior University Council authorization (minutes, February 19, 1975, page 12, Faculty Bulletin, March 5, 1970 issue), I certify that the courses reported herein have been duly adopted by the Faculty of the School of Law at meetings on April 10 and May 8, 1975, and are submitted for filing with the University Council minutes. The course, 920:606 Law Review will have its maximum credit increased from six to seven hours (April 10, 1975); and a new course added—920:609 Government Contracts (effective 1976-77 academic year) May 8, 1975 meeting). Details will appear in appendix of The University of Akron Chronicle for November 1975."

With the resignation of Dr. David Dolan from the University Council it was necessary to elect a replacement on the Procedural Committee for the one year left on his term. Mrs. Sugarman nominated Dr. Alan Hart. It was moved and seconded that a unanimous ballot be cast for Dr. Hart. The motion was seconded and carried.

Proceeding to the reports of the standing committees, the Chairman called upon Dr. Schultz to speak for the Procedural Committee. He stated that they had met on September 5 and had made the standing committee assignments, honoring the preferences submitted by faculty members. On October 7 the committee met again to assign the students to the pertinent standing committees. The committee, since the election just concluded, will now have its full membership with the addition of Dr. Hart in succession to Dr. Dolan who had resigned.

Dr. Merrix inquired why there was a duplication of membership on several committees. Dr. Schultz responded that it was not the committee's intention.

Dr. Merrix asked that a clarification of the policy be announced at the next meeting of Council. [See minutes of meeting of University Council of October 17, 1974, as recorded in AU Chronicle of November 1, 1974, first paragraph on page 4, concerning this policy enunciated by Procedural Committee.]

MINUTES OF UNIVERSITY COUNCIL MEETING, 10/16/75, continued

Dr. Gerlach expressed concern because he was not assigned to a standing committee when he was eager to serve. He realized that some faculty were not assigned because of a lack of interest, which he deplored. Dr. Schultz reminded Dr. Gerlach that he had been elected President Pro Tem of Council, and that he had served long on Council, and other members did wish to have the opportunity on committees. His lack of assignment to a standing committee was no personal reflection, especially since he had been elected President Pro Tem. He considered serving on committees a privilege, not a right.

In response to Dr. Merrixx's query as to Council members having the first right to serve on standing committees, Dr. Leathers stated that generally the Procedural Committee tries to achieve a balance of representatives among the Colleges, as well as to maintain a workable size for committees. Also, there is some variation due to requests or lack thereof for certain committees.

Dr. Gerlach reiterated his desire to be on one committee. The Chairman said that the Procedural Committee would review the entire standing committee structure and he invited all faculty not serving to indicate if they had any interest in reconsideration.

The Academic Policies, Curriculum and Calendar Committee, according to Dr. Leathers, had met as a whole, and the subcommittees are now in process of considering their respective agendas.

Dr. Gerlach noted that a new TV course was being offered for credit through NETO and he asked, since he assumed it was a curricular matter, when it had been approved, and if not, why was it permitted without Council's consent.

Dean Rogers said that it was Course No. 244:299 and had been assigned as a legitimate course in the approved open number series for assignment under appropriate collegiate judgment.

Dr. James Richardson said that as the "lame duck" chairman of the Faculty Rights and Responsibilities Committee he would report. The new chairman will be elected shortly. The committee had received claims from three people and had rejected one, and the President had rejected the other two. There are still several other items pending before the committee.

Dr. Marvin Moore, former chairman of the Faculty Well-Being Committee, reported that Mrs. Bonnie Thomas-Moore was the acting chairman of that committee, and was waiting for the new member to be elected (now in process) from the College of Education in succession to Dr. Maurice Williams who had resigned. With the full membership of the committee, a chairman would be elected.

Mr. Jamison, the new chairman of the Library and Learning Resources Committee, announced that the group had met on October 7 and would continue with the same three subcommittees.

Mr. d'Amico, reelected chairman of the Reference Committee, said that the committee would function (even) better than in the past. He expressed appreciation to Mrs. Ward and Miss Pardee for their assistance in preparing the Faculty Manual as revised. Dr. Leathers also thanked them and the committee for this work.

The report of the Akron representative on the Faculty Advisory Committee to the Chancellor of the Ohio Board of Regents was presented by Dr. Dale Jackson, the alternate, since Dr. Fatemi is on sick leave this quarter. Dr. Jackson explained for the benefit of newcomers how the Advisory Committee is structured, meeting monthly, in two parts. In the morning the faculty representatives from each institution discuss their mutual problems; in the afternoon the group meets with the Chancellor.

MINUTES OF UNIVERSITY COUNCIL MEETING, 10/16/75, continued

Two meetings have been held since last spring—an informational one in the summer on budgetary matters, etc., and the second one on September 30. At this latter occasion there was a discussion of a proposal by the Board of Regents to establish an awards program to recognize outstanding boards, departments, and to encourage excellence in an effort to make Ohio higher education more desirable nationally. The Advisory Committee is being asked to suggest criteria for such awards, possibly on the basis of teaching, research and public service; and to offer ideas as to allocation of awards and the form, such as money, honor, etc. He solicited any ideas in writing for transmittal.

Mr. Salem took exception to the suggestion that a faculty advisory committee decide on awards for its own constituency.

Dr. Jackson added that the Inter-University Council is working on a statement on higher education (under direction of Dr. Frank Duddy) endorsing support for private education, which apparently is favored by the Chancellor because it therefore meets state enrollment needs. The IUC is also considering how to maintain flexibility of budgeting over the next decade. The Regents are expected to offer comments later on investments, buildings, and energy, etc.

Mr. Edminister emphasized his endorsement of the remarks Mr. Salem made about the Faculty Advisory Committee and felt that the award was not so important that time should be taken to organize it. If it were necessary to reduce such reactions to writing, then it should be done so that the Chancellor would be aware of the adverse reaction of faculty.

Dr. Jackson observed that the Regents a number of years ago had recognized outstanding teaching in the creation of the prestigious Regents Professorships, although further implementation after the first year had not been forthcoming. Mr. Dougherty thought the new awards could serve to protect teachers.

Dr. Leathers suggested that any ideas could be given to Dr. Jackson for forwarding to Columbus.

The report on the October 4 meeting of the Ohio Faculty Senate was given by the Akron representative, Dr. Pihnick. He noted the Attorney General's opinion that the organization does not legally exist! He informed the Council that Ohio State is proposing a candidate for the State Retirement Board, since only high school teachers are represented on the Board. He hoped that our faculty would keep this name (Dr. David L. Bickelhaupt) in mind when the chance comes to vote. Dr. Leathers observed that the Faculty Senate representative had made a good presentation at the IUC meeting last Tuesday in Columbus.

Mrs. Sugarman inquired who on the faculty had received the Financial Exigency statement for review. Dr. Leathers said that Dr. Jackson, Dr. Moore, Mr. Finan, Mrs. Bauer, etc. Following some revisions, the draft was later sent to some other faculty who had participated, but because of the time factor had not been given general circulation.

Dr. Gerlach referred to the last meeting of University Council (June 1975) and the request that Council be the first to receive the final statement on Financial Exigency approved by the Board. Dr. Leathers cited the fact that Board meetings are open and public meetings but that Council would receive copies.

Relative to consideration of the Faculty Manual by the Board, Dr. Gerlach wanted University Council to be the first to be duly informed of any changes made by the Board. Dr. Leathers expected that some faculty members would be called in to represent their interests and points of view before the Board's Educational Policy committee, as in the past.

MINUTES OF UNIVERSITY COUNCIL MEETING, 10/16/75, continued

Mr. Salem asked if ex officio members of Council could vote. The Chairman replied that they do not vote because it is so specified, but they can vote on committees.

Dr. Gerlach rose to make proposals for "subsequent thought and referral in order of importance"—concerning the behavior of graduates of the School of Law in leaving Commencement ceremonies early for the last two years. Mr. Salem and Dean Samad objected, saying that the remarks were not pertinent to Council. Mr. Grady said that any criticisms should be directed to the Law School or Law Association directly and not to Council.

The University Council was adjourned on motion at 4:15 p.m.

APPENDIX TO MINUTES OF UNIVERSITY COUNCIL MEETING, October 16, 1975

Curriculum Changes

School of Law

Pursuant to prior University Council authorization (Minutes, February 19, 1970, page 12, Faculty Bulletin, March 5, 1970 issue), I certify that the following course changes have been duly adopted by the unanimous vote of the Faculty of the School of Law at its April 10 and May 8, 1975 meetings, respectively, and are submitted for filing with the University Council Minutes.

Stanley A. Samad, Dean

Change:

920:696 Law Review. From maximum of 6 credits to 7 credits. [April 10, 1975 meeting]

Add:

920:609 Government Contracts. 4 credits. Prerequisite, 920:606. Analysis of contracting with governmental units, primarily federal, including the sovereign power to contract with limitations thereon; contract formation and performance, clauses and litigations, with reference to applicable statutes, regulations and executive orders. [May 8, 1975 meeting. Course to be offered beginning 1976-77 academic year]

Any comments concerning the contents of The University of Akron Chronicle may be directed to the Office of the President or to the Executive Director of University Relations and Development.

THE UNIVERSITY OF AKRON

GUIDELINES FOR ACADEMIC RETRENCHMENT
DUE TO FINANCIAL EXIGENCY

Approved by the University Board of Trustees, October 22, 1975

Preamble

The Board of Trustees, in consultation with appropriate members of the University community, * will determine when a financial exigency exists at the University, and does hereby establish and promulgate these guidelines.

These guidelines are Board guidelines and are adopted to inform all affected thereby. They are not intended to, nor do they impair any existing rights or grant new rights to any person or persons.

The Board reserves to itself the resolution of any financial exigency in accordance with its statutory obligation.

The Board does recognize and respect the rights of all those affected by its decision and within the limits of the financial exigency and the Board's duty, the Board will respect and consider their rights.

Guidelines

I. Consultation

Early in the process of making recommendations concerning program reduction, the University President, the Provost and other appropriate administrators shall consult widely with deans, department heads, faculty, and students. It is especially important that faculty members whose educational programs or positions may be adversely affected have an opportunity to be heard by the administration. It is recognized, however, that the ultimate University decision-making authority rests in the Board of Trustees.

II. Data and Documentation

The University administration must make every effort to determine and to explain clearly the nature of the fiscal limitations, and within these constraints, in consultation with the faculty and students, to establish appropriate educational priorities. The administration shall provide specific documentation of the evidence supporting a faculty reduction recommendation. Except for financial material of a personal nature, this information shall be widely shared among the University community.

III. Procedures for Faculty Consultation: The Faculty Advisory Committee

There shall be a Faculty Advisory Committee to consider and to offer advice and constructive criticism about proposals from the University administration concerning academic retrenchment due to financial exigency.

* To include the President, the Provost, the Vice President for Business and Finance, the Chairman, the Vice Chairman and the Secretary of the Faculty Advisory Committee.

Guidelines for Academic Retrenchment, continued

The Faculty Advisory Committee shall consist of all the elected faculty members then serving on University Council. When there is need for this Committee, it may be assembled upon the call of either the University President or five of its members; when assembled, the Committee will proceed to elect its own Chairman, Vice Chairman, and Secretary. These three Committee officers shall be from three different colleges (with the University Library being defined as a separate academic college for these purposes).

IV. Administrative Recommendation and Faculty Review

After the University administration has assembled the pertinent data and documentation, and has prepared its specific recommendation for program reduction, but before it has taken any further action on the matter, it will report its recommendation to the Faculty Advisory Committee, in open meetings accessible to the entire University community, for discussion and advice.

Within 30 days thereafter a report of the findings of the Committee (including advice, procedural suggestions and general commentary) will be prepared and transmitted to the University President, and also to University Council for information purposes. The President shall not make a formal recommendation to the Board on this matter until he has received this report, unless more than 30 days have passed.

The University President shall transmit the report of the Faculty Advisory Committee, along with his formal recommendation, to the Board of Trustees for its action.

V. Academic Due Process

When program reductions in response to financial exigency involve termination of faculty appointments, special care must be taken to protect and honor accepted procedures and rights appropriate to a faculty member's tenured or probationary status. Upon appeal, faculty members will have an opportunity to be heard through established University Grievance Procedures. Termination because of financial exigency must be distinguished from a proceeding that might lead to dismissal for cause.

VI. Procedures for Faculty Reduction in Force (Faculty Release)

A faculty reduction in force (release) shall, whenever possible, be treated as a layoff—temporary in nature—not as a termination. The released faculty member's place will not be filled by a replacement for a period of three years, unless the released faculty member has been offered reappointment and 60 days within which to accept or decline.

Tenured members of the faculty shall be retained in preference to probationary appointees. This preferential status shall include wherever possible and practicable an opportunity to transfer or readapt to other programs within the department, college or University.

If a faculty member wishes, he may accept early retirement or transfer from full-time to part-time service. However, such actions shall be governed by the same guidelines and procedural safeguards as those which operate in other situations brought about by financial exigency.

The following objective criteria will be considered in determining the order in which faculty members are to be released in the event of a necessary faculty reduction in force:

Guidelines for Academic Retrenchment, continued

- A. All temporary or part-time faculty within the affected program will be released before any probationary faculty.
- B. All probationary faculty within the affected program will be released before any tenured faculty.
- C. Within any academic department, discipline, or other appropriate administrative division, faculty reduction in force (release) will proceed according to seniority within each classification of faculty status defined as tenured, probationary, temporary, part-time: The least senior faculty member in terms of length of academic service at the University is released first, followed by the next least senior, and so on until the most senior faculty member is reached.

In computing seniority, the most pertinent point is total full-time service at The University of Akron (in any of the ranks of Instructor, Assistant Professor, Associate Professor or Professor)¹. Time of service in a particular rank, or following tenure, is a less important consideration.

In extraordinary and compelling circumstances—as where a junior tenured faculty member is the only member of a department (or other appropriate administrative division) who is competent² to teach a needed program or set of courses—the seniority principle may be disregarded. In such situations, however, the University administration will provide the adversely affected faculty members with a written explanation of the decision to disregard seniority in the instance in question.

The Faculty Advisory Committee will certify that these objective criteria are followed, and may present any objections, complaints or criticisms to the University President or University Council.

VII. Rights and Benefits for Faculty Members Released Because of Financial Exigency

- A. Before being released from the University, the faculty member will have the right to fill any existing faculty vacancy for which he is qualified, or to transfer to any other college or division or department and to fill any vacancy therein for which he is qualified. His qualifications will be determined principally by his teaching experience and his academic training.
- B. Faculty members who have been released and later recalled will retain as many fringe benefits as is legally possible.
- C. A faculty member released due to financial exigency will receive from the University, to commence at the time of release, a one-year continuance of his/her University health insurance policy without charge. He will also be given the option to continue his health insurance for a second year by paying premiums at the group rate.

VIII. Timing

The University President should provide as much advance notice as possible in making financial exigency decisions. In cases where faculty appointments are to be terminated, timely notice of termination or nonreappointment must be given. In extreme situations, if timely notice cannot be given, financial compensation to the faculty member proportional to the lateness of the notice may be an appropriate substitute for full notice.

1 Also included herein are those who occupied the now nonexistent position of Full-time Lecturer.

2 As judged on the basis of training and experience and documented by scholarly and/or creative contributions in that field.