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## Minutes 1950-1953 Special Unified Committee on Tenure

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### [Special Unified Committee on Tenure, 1950-1953]

#### NOTICE OF APPOINTMENT TO COMMITTEE

The Committee on Committees of the Northern Section of the Academic Senate at a meeting held on November 10, 1950, made the following committee appointment:

Special Unified Committee on Tenure: R. W. Jennings, Chairman, W. L. Bostick, I. B. Cross, H. B. Gotaas, Mrs. E. H. Huntington, D. G. Mandelbaum, V. J. Puryear.

THOMAS B. STEEL, Secretary  
Committee on Committees  
Berkeley  
November 14, 1950

CC - Professors Jennings, Bostick, Cross, Gotaas, Huntington, Mandelbaum, Puryear

#### RESOLUTION FOR APPOINTMENT OF SPECIAL UNIFIED COMMITTEE ON TENURE

That the Academic Senate (Northern and Southern Sections) appoint a Special Unified Committee on Tenure, composed of seven members from each Section, selected by the respective Committees on Committees, which Special Committee is authorized

1. (a) To study the status of tenure at this University
  - (b) To study the status of tenure at other universities
  - (c) To make recommendations to the Academic Senate relative to measures that should be taken to guarantee tenure for members of the Academic Senate.
2. To effect its own organization, but the chairman of the group of each Section shall be appointed by the respective Committees on Committees.

Respectfully submitted  
IRA B. CROSS

ENDORSEMENT: Adopted by the Northern Section of the Academic Senate at its meeting on October 9, 1950.

Attest:  
THOMAS B. STEEL, Secretary  
Academic Senate, Northern Section  
Berkeley, October 12, 1950

ENDORSEMENT: Approved by the Academic Senate, Southern Section, at its meeting of October 31, 1950.

Attest:

R. H. SORGENFREY, Secretary  
Academic Senate, Southern Section  
Los Angeles, November 2, 1950

## **Minutes of the Special Unified Committee on Tenure November 20, 1950**

The first meeting of the Special Unified Committee on Tenure was held on Monday, November 20, 1950 at 4:00 p.m. in Room 10, Boalt Hall. All members were present: R. W. Jennings, Chairman, W. L. Bostick, I. B. Cross, H. B. Gotaas, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear.

### ORGANIZATION

Miss Huntington was elected as secretary of the Committee. It was agreed that the Committee should adopt as its regular meeting time Monday at 5:00 p.m., the meetings to be held at the call of the Chair. The next meeting was tentatively set for Monday, December 4, 1950 at 5:00 p.m.

### REPORT ON THE SOUTHERN SECTION COMMITTEE

Mr. Jennings reported that the Southern Section Committee includes all the members of the U.C.L.A. Committee on Privilege and Tenure plus two additional members. This Committee will select its own Chairman. The Chairman has not yet been selected and no meetings have been held. Mr. Jennings will keep the U.C.L.A. Committee informed as to the tentative plans of the Committee of the Northern Section.

### SCOPE OF THE WORK OF THE COMMITTEE

It was agreed that the Committee should undertake the following projects:

1. Secure accurate and authoritative statements from other major Universities both public and private regarding tenure arrangements, including methods of appointment to the faculties, specific regulations defining conditions of continuation of employment and severance and such details as what is meant by "dismissal for cause" and whether there have been any dismissals and, if, so, on what grounds. The above materials are to be obtained in order to determine whether the University of California has conditions of tenure as favorable as other Universities.
2. Survey of the interpretation of tenure at the University of California.
3. Prepare a policy statement on desirable conditions of employment and severance at the University of California.

### MOTIONS

The following motions were passed unanimously:

1. The minutes of the Meetings of the Northern Section of this Committee should be exchanged with the U.C.L.A. Committee.
2. That the Chairman appoint a subcommittee of this Committee to draft a questionnaire to other Universities and that this draft be submitted to the other members of the Committee and to the U.C.L.A. Committee for revision and approval. The following members were appointed to this

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Committee: I. B. Cross, Chairman, H. B. Gotaas, R. W. Jennings.

3. That the Chairman appoint a subcommittee to define the procedures to secure materials regarding the interpretation of tenure at the University of California and that this Committee draft an inquiry to be submitted

to the Committee for revision and approval. Members of this Committee are Miss E. H. Huntington, Chairman, W. L. Bostick, D. G. Mandelbaum, V. J. Puryear. It was suggested that the inquiry should be sent to Deans, Department Chairmen, to the Committee on Privilege and Tenure, Committee on Academic Freedom and to others in the University whom the Committee may recommend. It was also suggested that Mr. Weigel, attorney for the Group on Academic Freedom, should be asked as to whether he has checked all of the meetings of the Regents with respect to the problem of tenure. The first meeting of this Committee will be in Room 480, Library Annex at 5:00 p.m., November 27, 1950.

Respectfully submitted  
Emily H. Huntington  
Secretary

### **Minutes of the Special Unified Committee on Tenure December 4, 1950**

The second meeting of the Special Unified Committee on Tenure was held on December 4, 1950 at 5:00 p.m. in Room 10, Boalt Hall. Those members present were: R. W. Jennings, Chairman, W. L. Bostick, I. B. Cross, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear

Absent: H. B. Gotaas.

#### **REPORT ON THE SOUTHERN SECTION COMMITTEE**

Mr. Jennings read a letter from the Southern Section Committee. Some of the members of the Southern Committee are out of town and, therefore, no meetings have as yet been held.

#### **REPORT OF THE TWO SUBCOMMITTEES**

Attached are the drafts of the proposals for questionnaires to be sent out by the subcommittee to draft a questionnaire to other universities and by the subcommittee to draft a letter to members of the University of California Faculty. Each of the reports of the two subcommittees was considered and suggestions were made for revisions in both the questionnaires. These revisions are attached.

The next meeting of the Committee will be held on December 11, 1950 at 5:00 p.m. in Room 10, Boalt Hall.

Respectfully submitted  
Emily H. Huntington  
Secretary

### **Minutes of the Special Unified Committee on Tenure December 11, 1950**

The third meeting of the Special Unified Committee on Tenure was held on December 11, 1950 at 5:00 p.m. in Room 10, Boalt Hall. Those members present were: R. W. Jennings, Chairman, I. B. Cross, H. B. Gotaas, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear

Absent, W. L. Bostick

Mr. Jennings reported that he had attempted through the Secretary of the Regents to obtain authorization to examine minutes of the meetings of the Board of Regents. In Mr. Underhill's absence, Mr. Mallory ruled that this request could be granted only upon order of President Sproul. On December 7 Mr. Jennings wrote a letter to President Sproul requesting authorization to examine the minutes of the Board of Regents. Copy of letter attached.

The revised questionnaire to other universities was discussed and some further revisions were made. Copy of the revised form attached.

The revised form of the questionnaire on tenure at the University of California was accepted. See minutes of December 4, 1950.

Mr. Jennings will send the drafts of the two questionnaires to the U.C.L.A. Committee for their suggestions.

Mr. Jennings will discuss with the President the drafts of the two questionnaires and will secure advice from him particularly as to the universities to whom the questionnaire to other universities should be sent.

Mr. Jennings will prepare a tentative list of other universities to whom the questionnaire should be sent. Miss Huntington will prepare a tentative list of Department Chairmen, Deans, Directors and Committees at Berkeley, Davis and San Francisco to whom the questionnaire on tenure at the University of California should be sent.

The next meeting of the Committee will be held on Monday, January 8, 1951 at 5:00 p.m. in Room 10, Boalt Hall.

Respectfully submitted  
Emily H. Huntington  
Secretary

### **Minutes of the Special Unified Committee on Tenure January 8, 1951**

The fourth meeting of the Special Unified Committee on Tenure was held on January 8, 1951 at 5:00 p.m. in Room 10, Boalt Hall. Those members present were: R. W. Jennings, Chairman, I. B. Cross, H. B. Gotaas, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear.

Absent, W. L. Bostick.

Mr. Jennings reported that he had written a letter to the Southern Committee enclosing a copy of the tentative questionnaires drafted by the Northern Committee and also that he had informed the Southern Committee of the Northern Committee's proposal that its chairman secure advice from the President as to the universities to whom the questionnaire to other universities should be sent. Two telegrams were received from the Southern Committee, one suggesting that in the future a member of the Southern Committee should be present at all conferences with non-committee members and the other inviting the Northern Committee to a Unified Committee meeting in Los Angeles on Wednesday, January 24.

In view of the above mentioned first telegram from the Southern Committee, Mr. Jennings decided to delay his interview with the President.

The Northern Committee voted unanimously to accept the invitation of the Southern Committee to meet in Los Angeles.

Mr. Jennings will send a letter of acceptance and a request that the Southern Committee send a proposed agenda to the Northern Committee by January 15. If this agenda is received by January 15, the meeting can be held in Los Angeles on January 24. If this material is sent at a later date, it will probably be necessary to postpone the meeting in Los Angeles. Mr. Jennings was requested to try to secure funds to cover the cost of the trip to Los Angeles for all members of the Northern Committee.

Mr. Jennings reported that a letter was received from Dean O'Brien requesting a report of the work of the Tenure Committee to the Coordinating Committee. A letter was sent to Mr. O'Brien giving a brief report of the work of the Tenure Committee and expressing the willingness of the Tenure Committee to send a representative to a meeting of the Coordinating Committee. In answering this letter, Dean O'Brien stated that it would not be necessary for the Tenure Committee to send a representative to a meeting of the Coordinating Committee.

On December 7, Mr. Jennings requested the President to authorize the Tenure Committee to examine the minutes of the meetings of the Board of Regents. Authorization was obtained from the President and Mr. Jennings asked to be allowed to examine the minutes of the Regents' meeting of January 10, 1928. Mr. Underhill, Secretary of the Board of Regents, was not available and thus the request was made of his assistant, Mr. Mallory. The minutes of January 10, 1928 were examined

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in order to determine whether a memorandum from the chairman of the Department of Agriculture, which contained a resolution presumably passed by the Board of Regents, was a correct statement of the Regents' resolution. The minutes of the Board of Regents' meeting of January 10, 1928 did not contain the resolution referred to above, however, at this meeting the Board of Regents went into executive session, so it is possible that the resolution was passed during the executive session. Mr. Jennings was not permitted to examine the minutes of the executive session, however, Mr. Mallory stated that the resolution mentioned above was not contained in the minutes of the executive session of the Regents.

The following resolutions were passed unanimously:

1. Resolved that the Unified Committee on Tenure respectfully requests the President to secure authorization from the Board of Regents for a representative of the Committee on Tenure, at a reasonably convenient time, to inspect all minutes of the Board of Regents, including the minutes of executive session, such inspection being solely for the purpose of investigating what action the Board of Regents has from time to time taken with respect to tenure at this University.
2. Resolved that the Unified Committee on Tenure respectfully requests the President to direct all chairmen, administrative officers and other University officers concerned to cooperate in making available to the Unified Committee on Tenure all administrative regulations, orders and directives pertaining to the facts of academic tenure as it has existed at the University of California.

Mr. Jennings appointed Mr. Cross and Mr. Puryear as a subcommittee to draw up a tentative agenda for the meeting with the Southern Committee.

The next meeting of the Committee will be held on Monday, January 15, 1951 at 5:00 p.m. in Room 10, Boalt Hall.

Respectfully submitted  
Emily H. Huntington  
Secretary

### **Minutes of the Special Unified Committee on Tenure January 16, 1951**

The fifth meeting of the Special Unified Committee on Tenure was held on January 16, 1951 at 4:00 p.m. in Room 10, Boalt Hall. Those members present were: R. W. Jennings, Chairman, W. L. Bostick, H. B. Gotaas, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear.

Absent, I. B. Cross

Mr. Jennings read the minutes of the Southern Committee and reported that the Southern Committee's proposed agenda for January 24 and their drafts of letters had been received. Copies attached.

Mr. Puryear gave the report of the committee appointed to draw up the Northern Committee's tentative agenda for the meeting in Los Angeles. Copy attached.

The following motions were unanimously passed:

1. That the agenda prepared by the special Northern Committee be adopted.
2. That Mr. Jennings send a copy of the above agenda to the Southern Committee with a covering letter explaining the points of difference between the Northern and Southern proposed agendas and requesting the Southern Committee to coordinate the two agendas to the end that all points covered in both agendas be combined in the agenda for the Los Angeles meeting.

The drafts of the letters to administrators, to local chapters of the AAUP, and to faculty and administrative officers submitted by the Southern Committee were discussed briefly.

Mr. Jennings was requested to serve as a subcommittee to prepare a list of not more than fifty (50) of the major universities to which would be sent a letter requesting information as to conditions of tenure.

The next meeting of the Committee will be the combined meeting in Los Angeles on January 24.

Respectfully submitted  
Emily H. Huntington  
Secretary

### **Minutes of the Special Unified Committee on Tenure January 24, 1951**

A joint session of the Special Unified Committees on Tenure, North and South, was held in Los Angeles on January 24, 1951. Those members present were:

#### South

W. W. Crouch, Chairman  
G. H. Ball  
N. Jacoby  
E. A. Lee  
A. E. Longueil  
K. Macgowan  
W. C. Putnam

#### North

R. W. Jennings, Chairman  
I. B. Cross  
Miss E. H. Huntington  
D. G. Mandelbaum  
V. J. Puryear

Absent, W. L. Bostick, H. B. Gotaas

Election of officers for the joint session - Chairman, W. W. Crouch and Secretary, Miss E. H. Huntington.

A motion to adopt the agenda (see attached) was passed unanimously.

The letters of inquiry and questionnaires to be sent to other universities and to members of the Academic Senate of the University of California, as proposed by the Northern and Southern Committees, were discussed. The discussions of the Northern and Southern Committees with respect to these documents were presented in some detail by members of the respective committees. The final decision was that it would be advisable to send both a letter and a questionnaire to other universities and to persons within our own university.

A motion was passed requesting the Chairman to appoint two subcommittees:

(1) to draft a letter and questionnaire to be sent to other universities;

(2) to draft a letter and questionnaire to be sent to persons within the University of California.

Tentative lists of universities to whom letters and questionnaires should be sent were presented by the Northern and Southern Committees.

A motion was passed requesting the Chairman to appoint a subcommittee to prepare a proposed list of universities to whom the letters and questionnaires should be sent.

The subcommittees as listed below were appointed to report back to the whole committee at 3:15 p.m. These subcommittees were:

1. Letter and questionnaire to other universities:

R. W. Jennings

N. Jacoby

A. E. Longueil

V. J. Puryear

(K. Macgowen served in the absence of Professor Jacoby.)

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2. Letters and questionnaires to persons within the University of California:

G. H. Ball

Miss E. H. Huntington

E. A. Lee

D. G. Mandelbaum

3. List of universities:

I. B. Cross

W. C. Putnam

The committee reconvened at 3:15 p.m.

Mr. Ball reported on the proposed draft of the letter and questionnaire to be sent to persons within the University of California.

The proposals of this subcommittee were adopted. Copy attached.

Mr. Jennings reported on the proposed draft of a letter and questionnaire to the administrative heads of other colleges and universities, and on the proposed draft of a letter to faculty representatives. The subcommittee also recommended that the same questionnaire be sent both to the administrative heads and to the faculty representatives at these institutions.

The proposals of this subcommittee were adopted. Copy attached.

A motion was passed that after the letters and questionnaires, in their final form, have been approved by the committee members, that Mr. Crouch send copies of these documents to President Sproul with a statement that they have been adopted by the Unified Committee and asking President Sproul for any suggestions which he may have.

It was suggested that the letters and questionnaires should be tested by sending them to a group of five or six universities and persons within our own university and that after this test, the form of the letters and

questionnaires should be reconsidered.

Mr. Putnam reported for the subcommittee on a mailing list of other universities. The attached list of universities was adopted with the proviso that it may be desirable to add others at a later date.

It was agreed that in order to do the work required of it, the Unified Committee must have access to the minutes of the Regents' meetings, both those of the regular meetings and those of the executive sessions. It was also agreed that it will be necessary for the Unified Committee to be able to examine all pertinent materials in the files of chairmen, administrative and other officers of the University.

The following resolutions were passed unanimously with the proviso that the Chairmen of the Northern and Southern sections be authorized to take such steps as may be necessary to put these resolutions into effect.

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1. Resolved that the Unified Committee on Tenure respectfully requests the President to secure authorization from the Board of Regents for a representative of the Committee on Tenure, at a reasonably convenient time, to inspect all minutes of the Board of Regents, including the minutes of executive sessions, such inspection being solely for the purpose of investigating what action the Board of Regents has from time to time taken with respect to tenure at this University.

2. Resolved that the Unified Committee on Tenure respectfully requests the President to direct all chairmen, administrative officers and other University officers concerned to cooperate in making available to the Unified Committee on Tenure all administrative regulations, orders, and directives pertaining to the facts of academic tenure as it has existed at the University of California.

A motion was passed that it is essential to have a second joint session of the Northern and Southern Committees within the next few weeks in order to discuss the items on the agenda of January 24 which were not covered at this meeting. The major problems to be discussed at this second meeting would be certain policy matters with respect to the scope and limitation of the committee's work, budget problems, and the final arrangements for carrying the surveys to completion.

Respectfully submitted  
Emily H. Huntington  
Secretary

### **Minutes of the Special Unified Committee on Tenure February 26, 1951**

The seventh meeting of the Special Unified Committee on Tenure was held on February 26, 1951 at 5:00 p.m. in Room 10, Boalt Hall. Those members present were: R. W. Jennings, Chairman, W. L. Bostick, I. B. Cross, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear.

Absent, H. B. Gotaas.

Drafts of the letters to Faculty and Administrative officers and to Faculty representatives outside the University of California, as submitted by the Southern Section of the Committee on February 15, were discussed.

Motions were passed to adopt these two letters with a few minor revisions. Copies attached.

The draft of the questionnaire to Administrative and Faculty representatives, as submitted by the Southern Section of the Committee, was accepted with a few minor revision. Copy attached.

The letter and questionnaire to be submitted to Faculty and Administrative officers at the University of California, as prepared by the Northern Section of the Committee and approved by the Southern Section was



adopted.

The suggestions contained in Mr. Crouch's letter to Mr. Jennings of February 19, 1951 were discussed and the following actions were taken:

### 1. Scope of the study

The scope of the study should include:

- (1) An analysis of tenure members of the Academic Senate and related teaching groups which are included in the Senate resolution of October 6, 1947;
- (2) Such other groups within the University of California as to which a tenure policy has been or is being formulated.

The study will exclude:

Other groups within the University with respect to whom tenure has not been recognized nor a policy formulated.

It was agreed that Santa Barbara should be included within the scope of the above resolutions.

### 2. Administration

- (1) The Northern Committee shall conduct the research in the minutes of the Board of Regents and in such other sources as the President and Regents may make available and request the President to issue a directive to all chairmen, administrative officers, and other University officers concerned to cooperate in making available to the Unified

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Committee on Tenure all administrative regulations, orders, and directives pertaining to the facts of academic tenure.

- (2) The Northern Committee should send letters and questionnaires to such University of California administrators and faculty in the Northern section as it selects. The Northern Committee would then prepare a summary of the results of that survey with respect to the Berkeley, San Francisco, Davis, and Mt. Hamilton campuses, the answers to be sent to Mr. Jennings.

- (3) The Southern Committee would communicate similarly with Southern faculty and administrators (including Santa Barbara, Riverside, and La Jolla). It would prepare a summary of the survey with respect to the Los Angeles, Santa Barbara, Riverside, and La Jolla campuses, the answers to be sent to Mr. Crouch.

- (4) The Southern Committee would prepare a list of faculty persons to be addressed at other universities by means of the letter and questionnaire already drafted. The Southern Committee would be authorized to send the letters immediately but the list should be submitted to the Northern Committee for suggested additions.

- (5) The Southern Committee would arrange for mimeographing of questionnaires and typing of letters to be sent administrators and faculty at other universities and to the University of California. The mimeographing work could be done by the Central Mimeograph Bureau on the Los Angeles campus and the work charged to the Registrar's Budget for the Academic Senate. Cost of postage and the like could be arranged with the Provost's Office on the Los Angeles campus.

- (6) Letters going out to administrators and faculty at other universities to be signed: Special Unified Committee on Tenure, University of California, by Richard W. Jennings, Chairman of the Committee for the Northern Section, University of California at Berkeley, and Winston W. Crouch, Chairman of the Committee for the Southern Section, University of California at Los Angeles. Addressees would be requested to send

their replies to the Los Angeles campus. Preliminary processing of replies could be done on the Los Angeles Campus.

(7) Letters and documents received from administrators and faculty to be arranged by institutions and apportioned among members of the unified committee for study and analysis. For example, there are five liberal arts colleges, 18 endowed colleges and universities, four Canadian universities, and 27 American state universities on the list approved by the January meeting. Each member of the unified committee might be asked to take the replies from three to five of the institutions within some one of these groups and prepare a summary of the data. Summaries could be patterned upon an outline or data sheet that had been approved by the Committee.

(8) A subcommittee (perhaps composed of two from each section) be appointed to study summaries prepared by committee members and prepare therefrom a draft of the appropriate section of the committee report. After drafts of the reports on the status of tenure within the University of California and on the status of tenure in other American universities

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and colleges had been completed, it would be possible to move on rather quickly to the draft of proposals for clarifying and strengthening tenure within the University. (Adopted as submitted by the Southern Committee.)

(9) A meeting of the unified committee should be scheduled to review drafts of the final report after subcommittee or committees had completed their tasks. (Adopted as submitted by the Southern Committee.)

#### Lists of Universities to which letters and questionnaires are to be sent

It was suggested that Oberlin College be substituted for Beloit College.

A motion was passed that as soon as the above actions have been cleared by the Southern Committee that the necessary steps be taken by the Northern Committee to carry out its responsibilities.

The next meeting of the Committee will be on Monday, March 5 at 5:00 p.m. in Room 10, Boalt Hall.

Respectfully submitted

Emily H. Huntington, Secretary

### **Minutes of the Special Unified Committee on Tenure March 5, 1951**

The eighth meeting of the Special Unified Committee on Tenure was held on March 5, 1951 at 5:00 p.m. in Room 10, Boalt Hall. Those members present were: R. W. Jennings, Chairman, I. B. Cross, H. B. Gotaas, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear.

Absent, W. L. Bostick.

Mr. Jennings reported that all of the letters and questionnaires have now been approved by both the Northern and Southern Sections of the Committee. See attachments to the minutes of February 26.

Mr. Jennings reviewed the immediate program of work for the Northern Section of the Committee as follows:

1. Research on the minutes of both the regular and executive sessions of the Board of Regents;
2. Request to the President to issue a directive to chairmen, administrative officers, and others requesting cooperation with the Unified Committee on Tenure;
3. To work out the details with respect to the administration of the questionnaires to be sent by the Northern Section of the Committee to members of the faculty at Berkeley, San Francisco, Davis, and Mr. Hamilton.

The following action was taken:

Mr. Jennings was authorized to make an appointment with President Sproul for the following purposes:

1. To give the President a summary of the work and proposals of the Unified Committee up to the present time particularly with respect to the letters and questionnaires to be used both within the University of California and Outside the University;
2. To request the President to secure authorization from the Board of Regents for a representative of the Committee on Tenure to inspect the minutes of the Board of Regents including the minutes of the executive sessions;
3. To request the President to issue a directive to chairmen, administrative officers, and others to cooperate with the Unified Committee on Tenure.

It was agreed that prior to Mr. Jennings's meeting with the President materials with respect to the three above problems should be sent to the President.

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The following subcommittee was appointed to check the minutes of the Board of Regents:

I. B. Cross

R. W. Jennings

D. G. Mandelbaum

A list of deans, directors, and department chairmen at Berkeley, San Francisco, and Davis was presented by Miss Huntington. Mt. Hamilton was omitted in error but will be added. This list was turned over to Professor Cross who will make a further check. It will then be turned over to Mr. Jennings to be used as a basis for questionnaires to be sent out by the Northern Section of the Committee.

It was decided that two copies of the letter and questionnaire will be sent to the chairman of each department. This material will be prefaced by a letter to the chairman requesting him to give one copy of the letter and questionnaire to another member of his department, either emeritus or active, whom he considers best able to give the requested information. The chairman of the department will also be requested to advise the Unified Committee on Tenure of the name of the person he selects to answer the questionnaire.

The next meeting of the Northern Section of the Committee will be held at the call of the chair after he has had a conference with President Sproul.

Respectfully submitted

Emily H. Huntington, Secretary

### **Minutes of the Special Unified Committee on Tenure April 23, 1951**

The ninth meeting of the Special Unified Committee on Tenure was held on April 23, 1951 at 5:00 p.m. in Room 10, Boalt Hall. Those members present were: R. W. Jennings, Chairman, W. L. Bostick, I. B. Cross, H. B. Gotaas, Miss E. H. Huntington, V. J. Puryear.

Absent, D. G. Mandelbaum.

REPORT OF THE CHAIRMAN AS TO HIS CORRESPONDENCE AND CONFERENCE WITH PRESIDENT SPROUL

In accordance with the program outlined in the minutes of March 5, 1951, Mr. Jennings sent a letter to President Sproul summarizing the work and proposals of the Unified Tenure Committee and enclosing copies of the letters and questionnaires which have been prepared. A letter was also sent to President Sproul requesting authorization from the Board of Regents for a representative of the Committee on Tenure to inspect the minutes of the Board of Regents including the minutes of the executive sessions. A third letter to the President requested him to issue a directive to chairmen, administrative officers and others to cooperate with the Unified Committee on Tenure.

On Monday, April 9, 1951, Mr. Jennings had a conference with President Sproul. The first subject of discussion at their conference was the request of the Tenure Committee that the President send out a directive requesting cooperation with the Committee on Tenure. President Sproul stated that he preferred not to send a general directive. He stated that the reason for taking this position was that since he is not only President of the University but also a Regent and representative of the Faculty, he would greatly prefer not to issue a formal directive which might be interpreted as going beyond his function as President and Regent. President Sproul said, however, that he would be willing to assist the Committee in discharging its duties on an ad hoc basis by contacting individual administrative heads requesting them to make available to the Tenure Committee all pertinent materials needed by the Committee in its work.

With respect to the mimeographed memorandum covering the status of Agriculture Experimental Station employees issued by Mr. Merrill April 26, 1928, President Sproul said that he would have a search made of the files of the executive department of the University to determine the authenticity of this document. He also said that he would request Dean Hutchison to make available all information with respect to this document from his files. Mr. Puryear was appointed by the Chairman of the Tenure Committee to confer with Dean Hutchison as soon as a copy of the President's letter to Dean Hutchison has been received.

The next subject taken up at the conference with President Sproul was the request of the Tenure Committee to examine the minutes of the executive sessions of the Regents. President Sproul agreed to present this request to the Board of Regents and to notify the Tenure Committee of the action taken. President Sproul stated that the attorney for the nonsigners had been allowed to examine only those of the minutes of the executive sessions of the Board of Regents which dealt with problems of tenure. Mr. Jennings told the President that permission to the

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Tenure Committee to examine only certain of the minutes of the executive sessions would not enable the Committee to make a complete investigation of the matter, since prior to examining the minutes it would be impossible to determine those which dealt with the problem of tenure.

Prior to the conference President Sproul had received copies of the letters and questionnaires to be used by the Tenure Committee. Since the conference was delayed some time it was necessary to send out these materials before the conference. President Sproul had examined the letters and questionnaires and appeared to believe that they covered the essential matters regulating a system of academic tenure.

#### REPORT OF THE CHAIRMAN ON HIS MEETING WITH THE COORDINATING COMMITTEE OF THE ACADEMIC SENATE (NORTHERN SECTION)

The Chairman of the Coordinating Committee requested Mr. Jennings to attend a meeting of this committee in order to make a report on the methods and procedures being followed by the Tenure Committee. Mr. Jennings provided the Coordinating Committee with copies of the letters and questionnaires to be used and gave a brief progress report. The Coordinating Committee was particularly concerned with the problem of recommendations which are to be a responsibility of the Tenure Committee. Mr. Jennings informed the Coordinating Committee that the Tenure Committee has not as yet arrived at a point where recommendations can be considered. The data which are being gathered both from within the University and from without must

be analyzed before any recommendations can be formulated.

Professor Brode, who is Chairman of the Budget Committee as well as a member of the Coordinating Committee, stated that the Budget Committee has considerable material in its files which may be important to the work of the Tenure Committee. For example, the Budget Committee probably has the most complete collection of all letters, forms, etc., which have been used in connection with employing faculty members. The Budget Committee will make available all of the materials in its files to the Tenure Committee. Professor Cross agreed to discuss the matter further with Professor Brode after a letter has been received from the Budget Committee authorizing the Tenure Committee to examine their files.

#### REPORT OF RECEIPT OF LETTERS AND QUESTIONNAIRES

Some 60 or more answers to questionnaires sent to members of the Faculty of the University at Berkeley have been received by the Northern Committee.

Approximately 60 letters have been sent to other universities. The Southern Committee reports that answers have been received from either faculty or administrative heads at all but about 4 of these universities.

#### PROCEDURE ADOPTED FOR PRELIMINARY ANALYSIS OF QUESTIONNAIRES TO UNIVERSITY OF CALIFORNIA FACULTY

It was agreed that two members of the Northern Committee, Mr. Bostick and Mr. Puryear, would each make a preliminary survey and tabulation of the data received from the University of California Faculty at

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Berkeley, San Francisco, Davis and Mt. Hamilton, and that after consultation a combined report would be submitted to the Northern Committee. This combined report, along with the original questionnaires, would then be sent to the Southern Committee. It was suggested that the same procedure be adopted by the Southern Committee and their combined report sent to the Northern Committee.

#### PROCEDURE ADOPTED FOR PRELIMINARY ANALYSIS OF LETTERS FROM OTHER UNIVERSITIES

It was recommended that a method of analysis (probably a form of worksheet) should be developed by the Southern Committee since the letters are being sent to the Southern Committee. The Southern Committee could then make an analysis of the data received from other universities. The suggested worksheet could then be sent to the Northern Committee along with the letters received from other universities. These letters would then be analyzed by the Northern Committee and a combined analysis of the Northern and Southern Committees would then be prepared.

#### PROGRESS REPORT TO BE PRESENTED AT THE MEETING OF THE ACADEMIC SENATE ON JUNE 5, 1951

Mr. Jennings was requested to prepare a draft of a written progress report to be presented at the meeting of the Academic Senate to be held June 5, 1951. This report should include a brief statement of the methods being used to gather material by the Committee on Tenure and a report as to the progress which the Committee has made towards bringing its report to completion. The report must be received by the Secretary of the Academic Senate by May 16, 1951. It was agreed that no attempts should be made to set a deadline for the final report of the Committee. It will probably not be before the end of the summer that all the significant data can be analyzed. Until these data are analyzed, the Committee cannot undertake its final responsibility of making recommendations to the Academic Senate relative to measures which should be taken to guarantee tenure.

The next meeting of the Committee will be held at 5:00 p.m. on Monday, May 14. This meeting will probably last through dinner and the evening.

Respectfully submitted  
Emily H. Huntington  
Secretary

## **Minutes of the Special Unified Committee on Tenure May 14, 1951**

The tenth meeting of the Special Unified Committee on Tenure was held on May 14, 1951 at 5:00 in Room 10, Boalt Hall. Those members present were: R. W. Jennings, Chairman, I. B. Cross, H. B. Gotaas, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear.

Absent, W. L. Bostick.

The first order of business was a discussion of a draft of an interim report of the Northern Section of the Tenure Committee to the Academic Senate, this report to be presented to the Academic Senate at its meeting on June 5. The members of the Committee agreed that the report covered all of the subjects which should be reported to the Academic Senate. The report was accepted after a few changes in order and several changes of wording had been adopted.

Mr. Jennings reported that a letter had been received from President Sproul stating that he had presented the resolution of the Tenure Committee requesting permission from the Regents to examine the minutes of the Board of Regents. The Regents have given the Tenure Committee the necessary authority to examine the minutes of both regular and executive sessions except in those cases where security reasons make this impossible. A committee composed of Mr. Jennings, Mr. Cross and Mr. Mandelbaum will start the examination of these minutes on Thursday, May 17, 1951. A summary of the pertinent materials will be submitted to the members of the Committee before the next meeting.

Mr. Jennings reported that Dean O'Brien, in a recent conference with him, stated that the Coordinating Committee has passed a motion requesting President Sproul to make every effort possible to have the Board of Regents postpone any action making changes in conditions of tenure until after the report of the Unified Committee on Tenure has been presented to the Academic Senate. The President reported to Dean O'Brien that he is hopeful that the Regents will take no action on the subject of tenure until next September. He, however, believes that the Regents may act on this subject in September and, therefore, it is important that the report of the Unified Committee on Tenure be available as soon as possible.

### **REPORT OF A COMMITTEE APPOINTED TO MAKE A PRELIMINARY ANALYSIS OF QUESTIONNAIRES TO UNIVERSITY OF CALIFORNIA FACULTY AT BERKELEY, SAN FRANCISCO, DAVIS AND MT. HAMILTON. - Mr. Puryear and Mr. Bostick**

This committee reported that 81 answers to the questionnaire had been received. Mr. Puryear presented a detailed analysis of these reports and excerpts from the letters organized under a series of headings. Mr. Bostick submitted a brief addendum to Mr. Puryear's report. Copies of these reports attached.

Miss Huntington was requested to check the questionnaires received from Northern Faculty members against the list of persons to whom these questionnaires were sent and to prepare a list of those persons who had not returned the questionnaires. A followup will be made of those who have not answered the questionnaires. If additional questionnaires are returned within the next few weeks, Miss Huntington

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will analyze them in accordance with the form of Mr. Puryear's report.

At the meeting of the Committee on April 23 it was reported that President Sproul would request Dean Hutchison to make available all information with respect to a memorandum covering the status of Agriculture Experimental Station employees issued by Mr. Merrill April 26, 1928. Mr. Puryear was appointed to confer

with Dean Hutchison as soon as a copy of the President's letter to him has been received. This letter has not as yet been received, and Mr. Jennings was instructed to secure further information from President Sproul on this matter.

At the meeting on April 23 Professor Cross agreed to discuss with Professor Brode the material in the files of the Budget Committee which may be important to the work of the Tenure Committee. This was to be done after a letter was received from the Budget Committee authorizing the Tenure Committee to examine the files. After the meeting of April 23 Mr. Jennings wrote to Professor Brode requesting permission to examine the files of the Budget Committee. No answer to this letter has been received, and Mr. Jennings will discuss the matter further with Professor Brode.

At the meeting on April 23 the Southern Committee was requested to send to the Northern Committee a form of analysis for the letters received from other universities and also to send the letters from other universities. These materials have not yet been received. Mr. Jennings will take this matter up with the Southern Committee.

The Committee agreed that it would be essential to have some meetings during the summer in order that the Committee's report be prepared as soon as possible. The following schedule indicates when each member of the Committee will not be available for meetings:

W. L. Bostick - Month of July

I. B. Cross - June 12 to June 28.

H. B. Gotaas - June 15 to July 1 and probably most of the rest of the summer.

Miss E. H. Huntington - August 1 to August 31.

R. W. Jennings - July 1 to July 8.

D. G. Mandelbaum - June 6 to June 13 and one week in August.

V. J. Puryear - June 18 to July 12.

The next meeting of the Committee will be at the call of the chair.

Respectfully submitted  
Emily H. Huntington  
Secretary

### **Minutes of the Special Unified Committee on Tenure August 27, 1951**

The eleventh meeting of the Special Unified Committee on Tenure was held on August 27, 1951 at the 11th meeting 1:30 p.m. in Room 10, Boalt Hall. Those members present were: R. W. Jennings, Chairman, W. W. Crouch, Chairman, Southern Section Committee, W. L. Bostick, I. B. Cross, H. B. Gotaas, D. G. Mandelbaum, V. J. Puryear.

Absent, Miss E. H. Huntington.

I. Chairman Jennings discussed the present status of the committee's endeavors and raised the question as to whether or not the committee should again contact faculty members who did not respond to the faculty questionnaire. The committee decided that it was unlikely that any new material would be obtained, hence it would not be worthwhile to recirculate the questionnaire.

II. The resume and tabulation of the survey on conditions of tenure in fifty-four institutions, which was investigated by the Southern Section, was discussed. Chairman Crouch pointed out different aspects of this

resume.

III. Professor Cross reported on his review of the meetings of the Board of Regents. He stated that he had found the particular minutes which provided the basis for the memorandum by Mr. Merrill, formerly director of the Agriculture Experimental Station. He stated that the minutes of the Regents indicated the same tenure for people of equivalent positions in the Agriculture Experimental Station as that held by associate and full professors.

IV. Chairman Jennings discussed the plans for the content of the report to the academic senate. Professor Cross moved, seconded by Professor Puryear and carried, that the report should include three different parts:

- A. Report on the studies of tenure in other institutions.
- B. Report on the findings from the faculty questionnaire as to the status of tenure within the University of California.
- C. Recommendations.

V. The memorandum by Professor Mandelbaum, which provided a plan for administering tenure, was briefly discussed.

VI. Chairman Jennings appointed Mandelbaum Chairman, Bosdick, Jennings, and Gotaas as a sub-committee to prepare a preliminary draft of recommendations for the report to the Academic Senate. It was agreed, with Professor Crouch, that the Southern Section Committee would also have a sub-committee which would develop a preliminary draft of recommendations. Later the two committees would get together to prepare a final draft.

VII. Chairman Jennings appointed Professor Puryear to prepare the first draft of the summary on the findings with respect to tenure within the University of California.

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VIII. It was moved by Professor Puryear, seconded by Professor Cross and carried, that the Committee of the Northern Section recommend to the Committee of the Southern Section that they prepare the summary report on the status of tenure in other universities.

IX. It was moved and carried that President Sproul be invited to meet with the committee and to review the recommendations of the Committee before a report is submitted to the Academic Senate.

X. After some discussion, it was suggested that we attempt to have a report ready for the Academic Senate meeting of October.

Respectfully submitted  
Harold B. Gotaas  
Acting Secretary

## **Minutes of the Special Unified Committee on Tenure September 26, 1951**

The twelfth meeting of the Special Unified Committee on Tenure was held on September 26, 1951 at 5:00 in Room 10, Boalt Hall. Those members present were: R. W. Jennings, Chairman, I. B. Cross, H. B. Gotaas, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear.

Absent, W. L. Bostick.

The Committee met to consider the working draft of a report on (1) The Status of Tenure in the University of California and (2) Recommendations For Further Implementing Tenure At This University, prepared by Mr. Puryear with some revisions by Mr. Jennings and Mr. Cross. The Committee examined about the first twelve



pages of this report. A number of changes in wording were made but at the end of this discussion the report was not ready to be retyped in final form. The Committee agreed to meet again on Saturday, September 29, 1951 to examine the remainder of Mr. Puryear's report and the tentative report on recommendations prepared by Mr. Mandelbaum, Chairman, Mr. Gotaas, Mr. Bostick and Mr. Jennings.

Respectfully submitted  
Emily H. Huntington  
Secretary

## **Minutes of the Special Unified Committee on Tenure September 29, 1951**

The thirteenth meeting of the Special Unified Committee on Tenure was held on September 29, 1951 at 9:00 a.m. in Room 10, Boalt Hall. Those members present were: R. W. Jennings, Chairman, I. B. Cross, H. B. Gotaas, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear.

Absent, W. L. Bostick.

The Committee completed the review of the working draft prepared by Mr. Puryear. Miss Huntington presented a suggested revision of some of the materials in this report. This revision will be considered at the next meeting of the Committee.

On Page 5 of Mr. Puryear's report the statement is made that certain Agricultural Station titles have been recognized by the Board of Regents as equivalent to corresponding academic titles and that tenure has been granted to persons holding these titles. Miss Huntington reported that there are some other departments in the University in which "equivalent" titles and tenure have also been granted. So far as we have been able to determine, "equivalent" titles and tenure have been granted in the departments of Astronomy and Physical Education. With respect to the Department of Astronomy, this action is a standing order of the Regents ("Manual of the Academic Senate", November 1945, p. 237). "Equivalent" titles in the Physical Education Department were also provided for in a standing order of the Regents but it is not certain whether tenure has been granted to these persons on the basis of an order of the Regents or on the basis of a rule adopted by the Academic Senate. Mr. Cross was requested to investigate this matter and will report at the next meeting.

The only formal decision which was made at this meeting was related to the problem of academic tenure for members of the academic staff other than full professors, associate professors and their equivalents. The following motion was passed:

Academic tenure should be limited to full professors, associate professors and their equivalents. Assistant professors, lecturers, instructors and associates should not achieve academic tenure through length of service. All assistant professors should be reviewed by the Budget Committee at the end of their first four years of service and annually thereafter. All lecturers, instructors, and associates should be reviewed by the Budget Committee at the end of their sixth year of service and thereafter their work should be reviewed annually by the department chairman and a report made to the Budget Committee regarding their retention or dismissal.

The vote on the above motion was five to one; yes - Mr. Cross, Mr. Gotaas, Mr. Puryear, Mr. Jennings, and Mr. Mandelbaum, no - Miss Huntington.

Miss Huntington reported that the following statement found on Page 16 of Mr. Puryear's report might be misinterpreted:

"The Budget Committee does not consider the position of Lecturer as a career in the University and no one should be allowed to acquire tenure in this rank."

The above statement might be interpreted to mean that the Budget Committee had considered at their meeting of November 28, 1949 the problem as to whether or not lecturers should be granted tenure in those cases in which they continue to be employed beyond eight years. Mr. Davisson, who was Chairman of the Budget

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Committee in November of 1949, informed Miss Huntington that the subject of discussion at the meeting of November 28, 1949 was the policy of continuing to employ lecturers for more than a limited period of time. The Budget Committee was of the opinion that lecturers should not be employed except on a temporary basis. The question as to whether, if lecturers were employed on a more or less permanent basis, they should be granted tenure was not the subject of discussion at this meeting.

A portion of the report of Mr. Mandelbaum's Committee on recommendations as to tenure was discussed. The definition of tenure as found on Page 1 was adopted with a few word changes.

"Tenure" means the right of a person to hold his position during good behavior and efficient service, and not be removed therefrom except for specified cause in the manner and under the procedures adopted by the Academic Senate and approved by the Board of Regents.

The statement of grounds for dismissal or demotion of tenure personnel was adopted without any change in wording.

Persons having tenure may be dismissed or demoted only upon proof of one or more of the following causes: (a) incompetency; (b) neglect of duty; (c) physical or mental incapacity; (d) dishonesty (e) immorality (f) conviction of a felony involving moral turpitude.

Proceedings for the dismissal or demotion of such persons shall be conducted in accordance with the rules of procedure prescribed by the Academic Senate and adopted by the Board of Regents for hearings of the Committee on Privilege and Tenure.

The Committee did not go over in detail the section of this report dealing with hearing procedures in connection with dismissals or demotions.

There was a brief discussion of the recommendation which might be made as to who should have the authority to make final decisions in cases which come before the Committee on Privilege and Tenure.

Mr. Jennings reported that it is his belief that the Regents could delegate the authority to make the final decision to a committee of the faculty. The question as to the Special Unified Committee's decision as to its recommendation on this matter will be taken up at the next meeting of the Committee. Mr. Mandelbaum will present a tentative draft of a recommendation.

The next meeting of the Committee will be Friday, October 5, 1951 at 5:00 p.m. in Room 10 Boalt Hall. The meeting will continue through dinner and the evening.

Respectfully submitted  
Emily H. Huntington  
Secretary

### **Minutes of the Special Unified Committee on Tenure October 5, 1951**

The fourteenth meeting of the Special Unified Committee on Tenure was held on October 5, 1951, at 5:00 p.m. in Room 10, Boalt Hall. Those members present were: R. W. Jennings, Chairman, W. L. Bostick, I. B. Cross, H. B. Gotaas, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear.

Miss Huntington reported that the Budget Committee is preparing a memorandum for the Unified Committee on the subject of the eight-year rule. Mr. Caldwell, a member of the Budget Committee, requested Miss Huntington to report on what will probably be included in the written report from the Budget Committee. Mr. Caldwell stated that the Budget Committee believes that the employment of Assistant Professors, Lecturers, Instructors and Associates should not continue beyond eight years. That Committee is, however, of the opinion that if persons in these ranks are kept beyond eight years, they should acquire academic tenure.

Mr. Puryear reported that in a conversation with Mr. Caldwell it was apparent that he was not fully aware of all the problems which arise in connection with the eight-year rule. Mr. Jennings was requested to confer with Mr. Caldwell and to point out to him the difficulties in connection with the administration of this rule as expressed particularly by Mr. Puryear and Mr. Gotaas.

Mr. Cross had been asked to make a report on two matters; (1) the oaths which had been required by the Regents in 1918 and 1942 and (2) as to the source of understanding with respect to tenure for members of the Department of Physical Education holding "equivalent" titles.

1. Mr. Cross reported that on August 13, 1918 the Board of Regents voted to require loyalty pledges [an oath of allegiance] of all members of the faculty. On June 12, 1942 the Board of Regents ratified an action of the Finance Committee requiring an oath of allegiance to be taken by all faculty members.
2. Mr. Cross reported that the minutes of the Board of Regents do not show any action by the Regents with respect to tenure for members of the Physical Education Department. A document provided by Mr. Cozens indicates that the Budget Committee has operated with the understanding that tenure is granted to certain members of the Physical Education Department. This document did not contain any evidence as to its source. Mr. Cross will investigate this matter further and will report at the next meeting.

Mr. Jennings and Mr. Mandelbaum presented a typed redraft of the Committee's report. The materials in this report were based, in part, on Mr. Puryear's draft and, in part, on the draft prepared by Miss Huntington.

The following motions were passed:

1. That the report prepared by Mr. Jennings and Mr. Mandelbaum should be  
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adopted by the Northern Committee as a working draft and sent to the Southern Members. There was considerable discussion as to whether such a motion might make it appear that the Northern Committee had pretty well agreed on the content of the report. The motion was passed by a vote of five to two; yes - Mr. Jennings, Mr. Cross, Mr. Gotaas, Mr. Bostick and Mr. Puryear, no - Miss Huntington and Mr. Mandelbaum.
2. Mr. Puryear made the following motion which was passed unanimously: That the first sixteen pages of the working draft be adopted with the understanding that this part of the report would probably need only minor revisions.

Mr. Jennings and Mr. Mandelbaum will prepare a new draft of pages 17 and following of the report to be presented at the next meeting.

The Chairman was instructed to arrange a meeting with the Southern members on October 27th or 28th or at some othertime mutually convenient to the Northern and Southern members and to President Sproul.

The next meeting of this Committee will be Saturday morning, October 13, 1951 at 9:00 a.m. in Room 10 Boalt Hall.

Respectfully submitted  
Emily H. Huntington  
Secretary

## **Minutes of the Special Unified Committee on Tenure October 13, 1951**

The fifteenth meeting of the Special Unified Committee on Tenure was held on October 13, 1951, at 9:00 a.m. in Room 10, Boalt Hall. Those members present were:

From 9:00 to 11:00

H. B. Gotaas

From 9:00 to 12:00

R. W. Jennings, Chairman, I. B. Cross, Miss E. H. Huntington, D. G. Mandelbaum

Absent: W. L. Bostick, V. J. Puryear

The Committee had before it the drafts of Parts I, II and III of a report to the Senate prepared by the Southern Committee. It was decided to submit a new draft of the Northern Committee's Parts I and III to the Southern Committee and to request their suggestions on a final draft, taking into consideration the new draft of the Northern Committee and the one prepared by the Southern Committee.

Professor Cross reported on his investigation as to the source of the document stating that Associate Supervisors and Supervisors of the Department of Physical Education have tenure. He reported that this document was a letter from Mr. Deutsch to Mr. Lehman of the Budget Committee dated May 10, 1944. This same document was reissued by the Budget Committee in May 1951. The wording on Page 6 of the Northern draft is to be changed in accordance with this report.

Professor Cross reported that on April 30, 1943 tenure had been granted to clinical and academic members of the staff of the College of Dentistry if they devote not less than 50% of their time to the College of Dentistry and if they receive at least 50% of the salary normally paid for the position. Professor Cross also reported that the Medical School requested the Academic Senate on March 6, 1951 to adopt a provision similar to the one given above. Further check on this matter is to be made by Professor Cross. It was agreed that these two items should be added on Page 6 of the Northern draft in proper chronological order.

The following changes or additions were adopted unanimously:

The wording on Page 2, lines 10 and 11 of the Northern draft should be changed to read: "The existence of tenure was not questioned until the oath controversy and with it the substitution of a new form of appointment letter from which the inference may be drawn that employment may be terminated at the end of any contract year."

For the purpose of the working draft the last two lines of Page 10 and the first paragraph of Page 11 of the draft of the Southern Committee should be inserted at the appropriate place on Page 8 of the Northern Committee's draft. It was also agreed that a statement regarding the fact that the Regents had in earlier years required oaths from the faculty should be inserted on this page with a statement that these were merely oaths in support of the Constitution.

Page 12 and following of the Northern draft (Part III: Recommendations) should be rewritten using some of the materials from the Southern draft.

The following footnote should be added to "(a) incompetency\*" on Page 13, Part III of the Northern Committee's working draft:

"\* In view of the Senate resolution of September 26, 1950 providing that proved members of the Communist Party, by reason of their commitments to that party, are not acceptable as members of the faculty, such persons would be subject to dismissal on the grounds of incompetence."

A report of the Budget Committee, dated October 9, 1951, on the Subject of the eight-year rule was presented. This report states as follows:

"The Budget Committee of the Northern Section is in full sympathy with the principle that, under certain conditions, tenure is appropriate by virtue of length of service and demonstrated merit."

Several members of the Northern Tenure Committee question the desirability of the eight-year rule and the Committee decided that it would be desirable for these members to discuss the matter further with the Budget Committee. The following subcommittee was appointed to confer with the Budget Committee: H. B. Gotaas, Chairman, I. B. Cross and V. J. Puryear.

A new suggested draft of the review procedure was presented. This draft with a few word changes was adopted unanimously to be submitted as part of our working draft to the Southern Committee.

The following recommendation was passed unanimously:

"That the Committee on Committees be requested to appoint a committee of the faculty to consult with the President and, with his permission, to confer with the Board of Regents for the purpose of obtaining acceptance of our proposals by the Board of Regents and the Enactment of the necessary standing orders."

The Committee understands that Mr. Pettitt is writing a new faculty manual. Mr. Jennings was requested to confer with Mr. Pettitt as to materials to be included in the new faculty manual.

Discussion of the U.C.L.A. Draft, Part II - Faculty Tenure at Other Universities and Colleges:

This draft was accepted by the Northern Committee with a few word changes. It was agreed that the tables for Part II should be included in the report as an appendix.

Mr. Jennings recommended that a meeting of the Unified Committee, Northern and Southern, with President Sproul should take place after the Northern and Southern Committees had met together. It was, therefore, agreed that Mr. Jennings attempt to make arrangements for a meeting with the Southern Committee on Saturday, October 27th and, if necessary, on Sunday, October 28th at 10:00 a.m. After these two Committees have agreed on the content of the report, the report would be sent to the President and a later meeting arranged with him.

Respectfully submitted  
Emily H. Huntington  
Secretary

## **Minutes of the Special Unified Committee on Tenure October 24, 1951**

The sixteenth meeting of the Special Unified Committee on Tenure was held on October 24, 1951 at noon at the Women's Faculty Club. Those members present were: R. W. Jennings, Chairman, I. B. Cross, H. B. Gotaas, D. G. Mandelbaum, V. J. Puryear.

Absent, W. L. Bostick, Miss E. H. Huntington.

Professor Gotaas reported for the sub-committee (Gotaas, Puryear, Cross) which met with the Committee on Budget and Interdepartmental Relations relative to the subject of tenure by length of service. Professor Gotaas stated that the Budget Committee was in doubt as to the advisability of the eight-year rule and that

this Committee was agreeable to the suggestion that the Committee on Tenure propose to the Senate that the Budget Committee be authorized to make a study of the matter in consultation with appropriate committees of the Senate. Professor Gotaas was asked by Professor Jennings to draw up a statement embodying the latter proposal, which statement was to be included in our report to the Senate. It was agreed that our committee should make no recommendations to the Senate relative to tenure by length of service.

It was agreed that at the joint meeting of the Unified Committee on Saturday, October 27th, we should propose that our completed report be presented to the Senate at a special meeting sometime in November but only for discussion, explanation, and suggestions from the members of the Senate, and that the Senate be advised that the members of the Committee would be willing to meet with small groups of the faculty for further discussion if requested.

It was agreed that the Northern Committee suggest to the joint meeting on October 27th that Part II and accompanying tables be made an appendix of our report.

Professors Jennings, Puryear and Cross made various suggestions for editorial changes in the mimeographed report.

Professor Cross suggested that the final report should contain two additional recommendations: (1) that the Committee on Committees should appoint a negotiating committee to confer with the President and the Regents relative to tenure recommendations after their acceptance by the Senate; and (2) that after action by the Regents, the Committee on Rules and Regulations be requested to prepare such recommendations as have been adopted by the Regents for inclusion in the Senate Manual. Professor Puryear was asked to frame two resolutions or recommendations embodying those suggestions, for presentation to the Joint Committee on Saturday, October 27th.

Respectfully submitted  
Ira B. Cross, Acting Secretary

## **Minutes of the Special Unified Committee on Tenure October 27, 1951**

The seventeenth meeting of the Special Unified Committee on Tenure was held on October 27, 1951 in Room 221 Administration Building. This was a joint meeting with the members from the Los Angeles campus. Those members present were

### **Northern Section**

R. W. Jennings, Chairman  
W. L. Bostick  
I. B. Cross  
Miss E. H. Huntington  
D. G. Mandelbaum  
V. J. Puryear  
H. B. Gotaas

### **Southern Section**

W. W. Crouch, Chairman  
G. H. Ball  
E. A. Lee  
A. E. Longueil  
K. Macgowan  
W. C. Putnam

Absent: Southern Section

N. Jacoby

On a motion made by Mr. Crouch, Mr. Jennings was elected chairman of the day.

Mr. Jennings reported that he had requested Mr. Barthel of the President's office to check for accuracy the statements in the preliminary draft of the Tenure Committee, October 17, 1951. Mr. Barthel gave Mr. Jennings a memorandum pointing out certain changes which should be made in the report. These changes will be incorporated in the final report by an editorial committee.

Mr. Gotaas reported on the meeting of the subcommittee with the Committee on Budget and Interdepartmental Relations. (See minutes of October 24, 1951.) After some discussion as to the recommendation which should be made with respect to the eight-year rule, the following motions were passed:

1. The Regents should be requested to adopt the Senate legislation which was passed in 1947 regarding tenure after eight years of service for certain officers of instruction.

The resolution adopted by the Senate on October 6, 1947 is as follows: "Officers of instruction who have served for a series of terms in excess of a total of eight years in the grades of instructor, assistant professor, lecturer (on more than half-time appointment), or associate (on more than half-time appointment), or in any sequence of these grades, should thereby have attained tenure by reason of length of service; that is, their appointments should be regarded as continuing during good behavior and efficient service." Supplement to the Manual of the Academic Senate, September, 1948, p. 14.

2. A motion was also passed that in the report to the Academic Senate the difficulties in administering the eight-year rule should be mentioned and the Budget Committee should be requested to study this problem.

Vote on the above two motions; yes - 10, no- 3 (Mr. Gotaas, Mr. Bostick, and Mr. Puryear). yes on (2) & no on (1)

The Chairman was instructed to appoint a committee to draft the above motions for inclusion in the report in their proper places.

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Discussion of Part I of the draft of the report, "Historical and Legal Basis for Tenure at the University of California":

This part of the report was examined page by page and a number of suggested revisions were adopted. A considerable number of revisions were left to an editorial committee. The Southern Committee agreed to edit Part I of the report including the suggestions made at the meeting and any other editorial changes which they may think desirable.

The part of the report entitled "Faculty Tenure at Other Universities and Colleges" will be included as an appendix rather than as Part II and the statistical data upon which this part of the report is based will not be included.

Part III of the draft of the report entitled "Recommendations for Further Implementing Tenure at This University" will become Part II. A number of editorial and a few substantive changes were agreed upon for this part of the report. Many of these changes were left to an editorial committee. The following two changes of considerable importance were adopted:

1. Grounds for dismissal or demotion of tenure personnel.

The following formula is suggested: (Unanimously)

Persons having tenure may be dismissed or demoted only upon proof of one or more of the following causes: (a) incompetency; (b) neglect of duty; (c) physical or mental incapacity; (d) dishonesty; (e) immorality; (f) membership in any organization which advocates the overthrow of the government by force or violence.

2. Procedure in connection with dismissals. (To be inserted after the definition of tenure and before notice of appointment and notification of salary.)

No member of the faculty who has acquired tenure as defined above shall be dismissed or demoted except upon recommendation of the President after he has consulted with the Committee on Privilege and Tenure.

This motion was passed unanimously. It was also suggested that this motion should possibly be referred to in connection with the Section "Presidential Review". It was agreed that this Section should be reworded as follows:

The President shall review the findings and the decision of the Committee, confer with the defendant if the latter so requests and, if the President's recommendation would result in dismissal or demotion, he shall thereupon make a report to the Board of Regents with respect to the disposition of the matter.

It was agreed that Part II, "Recommendations", should be rewritten so that it will be in the form of suggestions to be considered by the Academic Senate at an early meeting and that specific recommendations should not be made until a later meeting of the Academic Senate.

The Northern Committee will prepare an edited copy of Part II of the report, "Recommendations".

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There was considerable discussion as to the best method of presenting the Unified Committee's report to the Academic Senate. It was decided that the report should be presented at a special meeting of the Academic Senate meeting in November, if possible, and that this meeting should be devoted to a full discussion of the report, that no motions or resolutions should be presented at this meeting. Members or groups of members of the Academic Senate should be given an opportunity to discuss the report with members of the Unified Committee before any specific recommendations are made. It was also suggested that members of the Academic Senate be requested to submit in writing suggestions and comments on the report after the special meeting of the Academic Senate. As soon as possible after the special meeting of the Senate, the problem of tenure should be made a special order of business at a meeting of the Senate. At this meeting, resolutions should be presented and voted upon.

Respectfully submitted  
Emily H. Huntington  
Secretary

## **Minutes of the Special Unified Committee on Tenure November 8, 1951**

The Eighteenth meeting of the Special Unified Committee on Tenure was held on November 8, 1951 in Room 29 Men's Faculty Club at noon. Those members present were: R. W. Jennings, Chairman, I. B. Cross, H. B. Gotaas, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear.



Absent, W. L. Bostick.

This meeting was held to discuss a draft of Part II of the report to be made to the Academic Senate. This part of the report was redrafted in accordance with the suggestions made at the meeting of Oct 27. Mr. Puryear had submitted several suggested word changes. Some of these changes were accepted, but in several cases the members of the Committee present decided to allow the report to stand as written.

The Committee decided that some reorganization was needed of the materials on Pages 2 to 6. Sections A, B, C, D, F and G all include recommendations that standing orders should be adopted. Section E, "Rules of Procedure", on the other hand, are to be adopted by the Academic Senate and Section H is merely a recommendation with respect to a Handbook for faculty members. It was, therefore, thought desirable to include before any of the other materials all of the Sections in which standing orders of the Regents were recommended, that is, Sections A, B, C, D, F to be relettered E, and G to be relettered F. Following these Sections would be an unlettered Section, "Rules of Procedure", formerly lettered E and a Section entitled "Handbook for Faculty Members", formerly Section H.

The future procedures of the Committee were considered and the following outline of the work still to be undertaken was adopted:

1. The agreed upon draft of Part II will be sent to the Southern Committee.
2. As soon as the Southern Committee's draft of Part I is received, the Northern Committee will hold a meeting.
3. As soon as agreement has been reached between the Northern and Southern Committees a draft of the report will be sent to President Sproul.
4. A meeting will be arranged with President Sproul.
5. The report will be presented at a meeting, probably a special meeting, of the Academic Senate.

Respectfully submitted  
Emily H. Huntington  
Secretary

### **Minutes of the Special Unified Committee on Tenure November 19, 1951**

The nineteenth meeting of the Special Unified Committee on Tenure was held on November 19, 1951 in Room 131 New Law Library at 5:00 p.m. Those members present were: R. W. Jennings, Chairman, I. B. Cross, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear.

Absent, W. L. Bostick, H. B. Gotaas.

The purpose of this meeting was to review the final drafts of Part I - "Historical and Legal Basis for Tenure at the University of California" prepared by the Southern members and Part II - "Tentative Recommendations" prepared by the Northern members.

The draft of Part I omitted the introductory pages one and two in the earlier draft. It was agreed that this omission was acceptable and that a brief introduction should include merely a statement as to the appointment of the Unified Committee and the duties of this Committee as set forth in the resolution of the Academic Senate on October 9, 1950. Mr. Jennings was requested to insert a reference to the McLaughlin Resolution passed at the Regents meeting of November 16, 1951. This reference would appear probably on page nine and possibly also on page eleven.

The draft of Part II has been submitted to the Southern members but their comments have not yet been received. The Committee discussed the latest draft of Part II and made a few editorial changes. The Committee

considered the recommendation with respect to "e. Hearing" on page six. It was felt that the provision that no member of the committee which sits on a matter that involves a member of his Division or Department might result in a committee too small to constitute a quorum. It was, therefore, suggested that this Section of the report include a recommendation that the Committee on Committees be given authority to add members to the Committee on Privilege and Tenure if some of the regular members could not sit on the committee because the case involved a member of their Divisions or Departments.

Mr. Jennings was requested to discuss the above recommendation with the members of the Southern Committee and to try to reach an agreement as to the appropriate arrangements.

The following motion was passed unanimously:

Parts I and II of the report to be submitted to the Academic Senate were approved with the changes specified above.

As soon as the necessary changes have been made in Parts I and II and the Appendix to the report has been received from the Southern Committee, Mr. Jennings or Mr. Crouch will submit the completed report to President Sproul for his comments or suggestions. If President Sproul has any suggestions to make, he will be requested to meet with the Committee.

As soon as the procedures mentioned above have been completed, the report will be presented for discussion at a meeting of the Academic Senate. An attempt

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will be made to present the report at a special meeting of the Academic Senate so that adequate time will be available for discussion.

Mr. Puryear and Dr. Bostick were requested to explore the desirability of special meetings at Davis and San Francisco to discuss the Committee's report. The members of both of these campuses will, of course, be invited to attend the Berkeley meeting of the Academic Senate.

Respectfully submitted  
Emily H. Huntington  
Secretary

## **CORRECTED MINUTES Minutes of the Special Unified Committee on Tenure December 17, 1951**

The twentieth meeting of the Special Unified Committee on Tenure was held on December 17, 1951 in Room 137 Boalt Hall at 5:00 p.m. Those members present were: R. W. Jennings, Chairman, I. B. Cross, H. B. Gotaas, Miss E. H. Huntington, V. J. Puryear.

Absent, W. L. Bostick, D. G. Mandelbaum.

The following members of the Committee on Academic Freedom also attended this meeting at the invitation of the Chairman: E. T. Grether, Chairman, J. R. Caldwell, W. M. Stanley

This meeting was called to discuss some questions which had arisen in connection with Part II, Section I, D (f) which in the tentative draft of November 19, 1951 reads as follows:

"(f) membership in any organization that advocates the overthrow of the Government of the United States or of the State of California by force or violence."

The Committee on Academic Freedom pointed out that Section (f), as quoted above, was perhaps more inclusive and vague than the Committee on Tenure realized.

A motion to amend Section (f), as follows, was passed unanimously.

"Pursuant to the Regent's policy adopted Oct 11, 1490, and the action of the Academic Senate March 7,1950 membership in the Communist Party."

Mr. Jennings reported that a draft of the Tenure Committee's report was submitted to President Sproul on November 30th and a request was made for a conference with the President if he so desired as quickly as possible. Direct word has not been received from the President, but his secretary states that the Committee will probably hear from him shortly. It is planned, if possible, to request a special meeting of the Academic Senate in January to consider the report of the Tenure Committee.

Mr. Jennings reported that a number of editorial changes had been made in Part II of the report. These changes were made mainly at the suggestion of the Southern Committee. The changes were accepted.

Respectfully submitted  
Emily H. Huntington  
Secretary

### **Minutes of the Special Unified Committee on Tenure January 7, 1952**

The twenty-first meeting of the Special Unified Committee on Tenure was held On January 7, 1952 in Room 137 Boalt Hall at 5:00 p.m. Those members present were: R. W. Jennings, Chairman, W. L. Bostick, I. B. Cross, H. B. Gotaas, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear.

This meeting was called primarily to discuss three matters. First, to discuss a draft of a brief introduction to the Committee's report prepared by Mr. Jennings; second, the letter from President Sproul of January 7th in which he made certain suggestions as to possible amendments in Part II of this Committee's report; and third, to discuss the date of the special meeting of the Academic Senate to consider the Committee's report.

The Committee voted unanimously to accept the introduction to the report as prepared by Mr. Jennings (copy attached).

#### Discussion of the letter from President Sproul (copy attached):

The Committee unanimously agreed to accept certain word changes on P. 3, paragraph C, subparagraphs 1 and 2 and P. 3, paragraph D, subparagraph (2 e). President Sproul suggested that the recommendation at the end of paragraph E, p. 4 would seem to carry implications contrary to Section IV of the so-called McLoughlin Resolution adopted by the Regents in November, 1951. He, however, made no specific suggestions as to changes in paragraph E, p. 4. The Committee decided to make no changes in paragraph E, p. 4 and Mr. Jennings was requested to send the President a brief statement as to our reasons for making no changes in paragraph E, p. 4.

President Sproul suggested that paragraph F, p. 4 should be amended to make this recommendation with respect to persons who have attained tenure by reason of length of service consistent with the provisions applicable to Professors and Associate Professors, p. 3, paragraph D. The Committee decided to amend paragraph F, p. 4 as follows:

F. This Unified Committee recommends that the Academic Senate petition the Board of Regents to adopt as a Standing Order the Senate Resolution of October 6, 1947, relating to tenure of officers of instruction other than professors and associate professors, amended as follows:

Officers of instruction who have served for a series of terms in excess of a total of eight years in the grades of instructor, assistant professor, lecturer (on more than half-time appointment), or associate (on more than half-time appointment), or in any sequence of these grades, should thereby have attained tenure by reason of length of service.

Such persons may be dismissed or demoted only upon proof of one or more of the following causes:

(a) incompetency; (b) physical or mental incapacity; (c) neglect of duty; (d) dishonesty; (e) moral turpitude; (f) (pursuant to the Regents' policy adopted October 11, 1940 and action of the Academic Senate adopted March 7, 1950) membership in the Communist Party.

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Proceedings for the dismissal or demotion of such persons shall be conducted in accordance with the rules of procedure prescribed by the Academic Senate.

The President suggested an amendment on p. 6, paragraph 5 in order to make it clear that the findings, recommendations, etc., of the Committee on Privilege and Tenure are "confidential". The Special Unified Committee on Tenure decided to amend this Section as follows:

At the conclusion of the hearing, the Committee shall promptly make its findings and recommendations, the original of which together with the stenographic record shall be filed with the President. Copies of the findings and recommendations shall be transmitted to the defendant and to the person preferring the charges. The findings, recommendations and stenographic record of the hearing, original and copies, shall be confidential."

#### Date of the Special Meeting of the Academic Senate:

A request will be made for a special meeting of the Academic Senate on Monday, January 21st, 1952. The purpose of this meeting will be merely to submit the report and tentative recommendations with a request that the Senate not act on the report at this meeting.

Respectfully submitted

Emily H. Huntington, Secretary.

### **Minutes of the Special Unified Committee on Tenure February 25, 1952**

The twenty-second meeting of the Special Unified Committee on Tenure was held on February 25, 1952 in Room 135 Boalt Hall at 5:00 p.m. Those members present were: R. W. Jennings, Chairman, H. B. Gotaas, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear.

Absent, W. L. Bostick, I. B. Cross.

This meeting was called for the purpose of discussing comments and suggestions on the tentative report of the Special Unified Committee on Tenure presented to the Academic Senate on January 21, 1952.

Mr. Jennings reported that he had received a number of letters from faculty members. The two questions most frequently raised in these letters were as follows:

1. The problem of "length of service tenure", Section F, Page 11 of this Committee's report.
2. The problem of grounds for dismissal or demotion of tenure personnel, Section D, Page 10 of this Committee's report.

There was some discussion of the problem of "length of service tenure". Mr. Jennings was requested to draw up a revision of the last paragraph of Section F, Page 11 of this Committee's report. The purpose of this amendment is to suggest that a special committee be appointed to study and make recommendations with respect to the problems in administering tenure by length of service. This appears to have some advantages

over the proposal made in the report submitted to the Academic Senate which recommended that this problem be studied by the Committee on Budget and Interdepartmental Relations.

The other questions raised by various members of the faculty are to be discussed at the next meeting of this Committee.

Respectfully submitted

Emily H. Huntington, Secretary

**[Letter to Professor R.W. Jennings from R.G. Folsom, January 24, 1952]**

January 24, 1952

Professor R. W. Jennings

Chairman, Special Unified Committee on Tenure

330 Law Building

Campus

Dear Professor Jennings:

Following the invitation expressed by you at the special meeting of the Northern section of the Academic Senate on January 21, I am taking this opportunity to express my opposition to that portion of the Committee Report that extends the privilege of tenure on a length of service basis (total of 8 years service in non-tenure and part-time teaching positions).

The Committee report indicates "Tenure, the right of the scholar-teacher to be secure in his position during good behavior and efficient service,....", such tenure being given to associate and full professors. The appointment to an associate or full professor at this University is made only after the candidate's record has been thoroughly inspected by the very effective screening system of the Academic Senate, to make certain that he has the ability, the experience and the maturity to justify such an appointment. The report proposals are carefully framed to safeguard the privilege of tenure by specifically stating that administrative appointees do not have tenure due to their administrative positions, but only in the case that they hold academic positions and tenure by virtue of these positions. On the other hand, you propose including section F on page 11 of your report to uphold the present but never approved principle of obtaining tenure by years of service. Under this proposal a man can accumulate enough years to obtain tenure through teaching with relatively little responsibility in a minor position or even on a part-time basis ("more than half-time appointment").

If my understanding of tenure and its desirability for mature members of the faculty is correct, I believe the proposed principle of extending the privilege of tenure on the basis of length of service is an error of far reaching implications and should be deleted immediately from an otherwise excellent proposal. Also, any extension of tenure to other University employees except "scholar-teacher" weakens materially the case for the academic staff.

It is recognized that there are exceptional conditions under which assistant professors, lecturers, or instructors might have obtained some rights and privileges with respect to tenure. I am wondering if the Committee has given adequate consideration to the possibility of some means of extending tenure as a special case for outstanding academic activities, rather than trying to blanket all such cases under a uniform length of service rule.

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Reasonable assurance for continuity of employment for performance must be provided for the lower and special academic grades and non-academic employees. Discussion does not appear proper at this point as tenure is not involved in this classification.

Very truly yours  
R. G. Folsom  
Chairman, Division of Mechanical  
ENGINEERING  
RGF:br

## **Minutes of the Special Unified Committee on Tenure March 11, 1952**

The twenty-third meeting of the Special Unified Committee on Tenure was held on March 11, 1952 in Room 135 Boalt Hall at 5:00 p.m. Those members present were: R. W. Jennings, Chairman, I. B. Cross, H. B. Gotaas, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear.

Absent, W. L. Bostick.

Discussion of possible amendments to Section D, page 10, "Grounds for Dismissal or Demotion of Tenure Personnel".

It was decided to amend this section to read as follows:

Persons having tenure may be dismissed or demoted only upon proof of one or more of the following causes: (a) incompetency; (b) neglect of duty; (c) moral turpitude; (d) (pursuant to the Regents' policy adopted October 11, 1940 and action of the Academic Senate adopted March 7, 8, 1950) membership in the Communist Party.

(Section F, page 11 also to read as above.)

In amending the above section two items have been deleted, physical or mental incapacity and dishonesty. These amendments were made in accordance with suggestions by various members of the faculty. It was felt that the term dishonesty is too indefinite and that physical or mental incapacity is not properly considered as a reason for dismissal or demotion. There has existed since August 12, 1938 a standing order of the Regents, Chapter XIV, 2(i), which recognizes the principle of severance compensation in cases of premature and compulsory retirement.

Discussion of eight-year rule.

In accordance with the decision made at the meeting of February 25th, Mr. Jennings prepared a revision of the last paragraph of Section F, page 11. The paragraph as revised reads as follows:

Some difficulties have arisen in connection with administering this rule. The Unified Committee, therefore, recommends that the Senate requests the Committee on Committees to appoint a special unified committee to study the problems involved in administering the rule and report its findings and recommendations to the Senate, after consultation with the Committee on Budget and Interdepartmental Relations and with the Committee on Privilege and Tenure.

Other Changes.

Page 7, second paragraph:

Amend to read as follows: (The amendment is underlined.)

Yet subsequent actions by the Regents left the meaning of tenure uncertain. Professors and associate professors who were certified by the President and by the Committee on Privilege and Tenure of the Academic Senate to be loyal and competent, and who were conceded by the Regents not to be Communists, were afterwards summarily dismissed for failing to make the required oath or affirmation. The legality of this act is now being tested in the courts. Rightly or wrongly, the inference has been widely drawn that the Board of Regents has in effect withdrawn the authority it had previously delegated to the President and the Academic Senate to erect

and administer standards for the disqualification of tenure members of the faculty.

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Page 9, second paragraph:

Some members of the faculty suggested that some change in the wording of this paragraph might be desirable, particularly with respect to the section which recommends consultation among the Senate, the Administration and the Board of Regents. Mr. Jennings was requested to decide the appropriate wording for this paragraph.

Page 10, Section C - "Notice of Appointment and Notification of Salary for Tenure Members."

An amendment of this section appeared to be necessary in order that it should apply to tenure positions based on length of service as well as to professors and associate professors. The amended section should read as follows:

Because of the important bearing on tenure of the form of the annual notice, we recommend that the following forms be used, for appointments for professors and associate professors and for appointments to tenure positions based upon length of service.

1. For notification of tenure members who have been granted an advance in rank and for new tenure appointments:

"You have been appointed to the position of (title of position) with tenure at the University of California as of (date). Your salary has been fixed at \$ \_\_\_\_\_ for the year \_\_\_\_\_."

2. For notification of tenure members as to salary under the annual budget, or any amendment thereof:

"Your salary as (title of position) has been fixed at \$ \_\_\_\_\_ for the year \_\_\_\_\_." (This form of annual notice was used regularly prior to 1950.)

Amendment to Page 11, first paragraph as follows:

This Unified Committee, therefore, recommends that the Senate petition the Board of Regents to adopt a standing order, Chapter IX, 1(c) amended as follows: (The amendment is underlined.)

"The President shall recommend to the Regents appointments, promotions, demotions and dismissals of all officers and employees of the University, except the Vice-President - Business Affairs, and except as herein otherwise provided. Whenever any such action shall affect personnel under the administrative jurisdiction of a Chancellor, Provost or Director, such action shall be taken only after consideration of the recommendation of such Chancellor, Provost or Director. When such action relates to a professor or associate professor (or equivalent position), the Chancellor, Provost or Director shall consult with a properly constituted advisory committee of the Academic Senate. No member of the faculty who has acquired tenure as defined herein (see above page 9) shall be dismissed or demoted except upon recommendation of the President after he, through the Chancellor, Provost or Director, has consulted with the Committee on Privilege and Tenure, which shall hold a hearing on the charges as specified in the written complaint."

The Committee discussed the desirability of suggesting a mail ballot on its final recommendation to the Senate. It was decided that the Committee would not request a mail ballot. If a mail ballot was suggested on the floor of the

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Academic Senate the Committee would raise no objections to this procedure since it may be desirable to have a mail ballot because of the fact that such important changes are being requested in the standing orders.

Mr. Jennings was requested to prepare a draft of a proposed petition to the Regents and a brief introductory statement.

Mr. Jennings will submit the proposed changes in the Committee's report to the southern section of the Committee. An effort will be made to present the final report of the Unified Committee to the northern section of the Academic Senate at a meeting in April. The regular meeting of the Academic Senate in April will be on the 22nd.

Respectfully submitted  
Emily H. Huntington, Secretary

## **Minutes of the Special Unified Committee on Tenure March 25, 1952**

The twenty-fourth meeting of the Special Unified Committee on Tenure was held on March 25, 1952 in Room 135 Boalt Hall at 5:00 p.m. Those members present were: R. W. Jennings, Chairman, W. L. Bostick, I. B. Cross, H. B. Gotaas, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear.

This meeting was called for three purposes: one, to discuss proposals from the Southern Committee with regard to grounds for dismissal, Section D, Page 10 of the Committee's report, and with regard to a mail ballot; two, to discuss a draft of the petition to the Regents prepared by the Chairman in accordance with a request of the Committee; three, to discuss the final report of the Committee to be distributed to the Academic Senate at the meeting at which the petition to the Regents is presented.

### 1. Proposals of the Southern Committee:

- a. Grounds for Dismissal or Demotion or Tenure Personnel (Section D, Page 10 of the Committee's Report).

Mr. Jennings read a letter from Professor Croutch stating that the Southern Committee believes that the section on grounds for dismissal on Page 10 of the Committee's report should be amended. The section which the Southern Committee wishes to amend now reads as follows:

"(d) (pursuant to the Regents' policy adopted October 11, 1940, and action of the Academic Senate adopted March 7, 8, 1950) membership in the Communist Party."

The suggested amendment is as follows:

(d) pursuant to the Regents' policy adopted October 11, 1940, membership in the Communist Party.

If this amendment is adopted there would be no mention of the fact that the Academic Senate on March 7, 8, 1950, in a letter ballot, adopted by a large majority the Regents' policy of dismissal for membership in the Communist Party.

The Northern Committee recognizes that there are members of the faculty who would prefer not to have membership in the Communist Party listed as a ground for dismissal. The fact is, however, that the Academic Senate did vote to accept this provision. There was considerable discussion as to whether the amendment suggested by the Southern Committee should be accepted. This matter was finally put to a vote. Five members of the Committee voted not to accept the amendment of the Southern Committee, one member abstained (one member was absent when this vote was taken).

- b. Mail Ballot.



In accordance with the suggestion of the Southern Committee, the Northern Committee agreed unanimously that the proposed petition to the Regents should be submitted to a mail ballot.

2. Petition to the Regents:

The Committee accepted, with a few changes, the draft of the petition to the Regents prepared by the Chairman. It was, however, decided to delete from the petition all explanatory statements. Thus, the petition would set forth the proposed wording of the new standing orders.

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3. The Final Report to the Academic Senate:

In accordance with decisions made at the meeting of March 11, 1952, Mr. Jennings presented some revisions to be included in the final report to the Academic Senate. These revisions were accepted and a few other minor changes made.

Respectfully submitted  
Emily H. Huntington, Secretary

### **Minutes of the Special Unified Committee on Tenure April 1, 1952**

The twenty-fifth meeting of the Special Unified Committee on Tenure was held on April 1, 1952 in Room 135 Boalt Hall at 5:00 p.m. Those members present were: R. W. Jennings, Chairman, I. B. Cross, Miss E. H. Huntington, D. G. Mandelbaum.

Absent, W. L. Bostick, H. B. Gotaas, V. J. Puryear.

The Chairman read a letter from Mr. Crutch containing comments and suggestions with respect to the tentative petition to the Regents prepared by the Northern section. The Southern Committee continued to urge the change set forth in the minutes of March 25th with respect to Section D, subsection (d). They also suggest that reasons for dismissal should include dishonesty. The Northern Committee continues to feel that the first change mentioned above should not be accepted. The Northern Committee, however, agreed that there was no real objection to including dishonesty as a reason for dismissal.

The Southern Committee submitted a draft of proposed Senate legislation to cover the recommendations in Part I of the Committee's report. This draft was accepted by the Northern Committee with some minor changes.

The Chairman was requested to discuss the matters mentioned above with Mr. Crutch and to try to come to some agreement. The Chairman will then prepare a new draft of all of the materials to be presented at the meeting of the Academic Senate at which final action will be taken on the report of the Committee.

Respectfully submitted  
Emily H. Huntington, Secretary

### **[Letter to Richard W. Jennings from Robert G. Sproul, January 7, 1952]**

January 7, 1952  
Richard W. Jennings, Chairman  
Special Unified Committee on  
Tenure, Northern Section  
Berkeley Campus

Dear Professor Jennings:

The report of the Special Unified Committee on Tenure, submitted to me for information and comment with your letter of November 30, 1951, is acknowledged with thanks, as is your letter of January 2, 1952, enclosing an amended page 3 of Part II of the report.

On Part I and Part III of the report, the first historical and legal, the second consisting of appendices, I have no comments to make. On Part II (Tentative Recommendations for Further Implementing Tenure at this University) I submit the following comments:

Page 3, paragraph C, subparagraphs 1 and 2: amend to read:

1. For notification of tenure members, etc.
2. For notification of tenure members as to salary under the annual budget, or any amendment thereof,  
etc.

Page 3, paragraph D, subparagraph (2 e): amend "moral turpitude." (This seems to me a clearer definition of what is intended.)

Page 4, paragraph E: the recommendation at the end of this paragraph, would seem to me to carry implications contrary to Section 4 of the so-called "McLoughlin resolution" adopted by The Regents in November, 1951, which reads as follows:

"(4) that approval of specific appointments recommended by the President with the advice of the Academic Senate will not be granted by the Regents where it has been established to the satisfaction of the Board that the appointment of the individual in question would violate the policy stated by the Regents and overwhelmingly endorsed by the Academic Senate with regard to membership in the Communist Party or other organizations that impose restrictions upon impartial scholarship and freedom to seek the truth."

Page 4, paragraph F: amendment of the proposed Standing Order by striking out the words after "service" in line 6, and substituting the words, "and shall be dismissed or demoted only upon proof of one or more of the following causes" etc., as set forth in paragraph D on page 3.

Page 6, paragraph 5: Should the findings, recommendations and transcript, original and copies, be classified as "confidential"?

Thank you for giving me this opportunity to participate in the important work which has been assigned to the Committee.

Yours sincerely  
Robert G. Sproul

### **Report of the Special Unified Committee on Tenure**

Jan. 7, 1952

To the Academic Senate, Northern Section:

The Special Unified Committee on Tenure submits its report and tentative recommendations for consideration by the Senate as a basis for implementing our system of tenure. The Committee has requested that a special meeting of the Senate be held, the call of which accompanies this report, at which this report will be placed before the Senate for full discussion and consideration. The Committee requests that the Senate not act on the report at this meeting. At and after the meeting the Committee will welcome proposals from members of the Senate. After considering any such proposals the Committee will submit its final recommendations to the

Senate.

### **Minutes of the Special Unified Committee on Tenure May 7, 1952**

The twenty-sixth meeting of the Special Unified Committee on Tenure was held on May 7, 1952 in Room 135 Boalt Hall at 5:00 p.m. Those members present were: R. W. Jennings, Chairman, W. L. Bostick, I. B. Cross, H. B. Gotaas, Miss E. H. Huntington, D. G. Mandelbaum, V. J. Puryear.

The meeting was called for the purpose of discussing the problem of presenting the final report of the Committee to the Academic Senate on May 13, 1952. Mr. Jennings pointed out that the "Hansen Resolution" may have the effect of removing the faculty of the Law School from membership in the Academic Senate. In view of this action Mr. Jennings wished to advise with the Committee as to whether he or someone else should present the Committee's report to the Academic Senate. The Committee was of the unanimous opinion that the report should be presented by the Chairman of the Tenure Committee. The following resolution was passed unanimously:

In view of the present ambiguity concerning the status of members of the Law School faculty in the Academic Senate, the Northern Section of the Unified Tenure Committee requests that Professor Jennings present the Committee's report before the Academic Senate as the Committee's representative for this purpose.

There was some discussion as to whether, in the oral presentation of the report at the meeting of the Academic Senate, any comments should be made as to possible revisions of the report in view of the "Hansen Resolution". It has been suggested by one of the members of the Law School faculty that the Tenure Committee should propose to the Academic Senate that the faculty of the Law School should continue to have the right to the procedures of the Committee on Privilege and Tenure in cases involving demotion, dismissal, or premature retirement. The Unified Committee on Tenure has recommended on Page 12 of the report that all members of the faculty should have this privilege. In view of the possible differences of opinion among the faculty as to the provisions of the "Hansen Resolution" regarding appointments and promotions, it was decided that it would be preferable to make no additional comments related to this resolution at the meeting of the Academic Senate.

Respectfully submitted  
Emily H. Huntington  
Secretary

### **Minutes of the Special Unified Committee on Tenure May 9, 1952**

The twenty-seventh meeting of the Special Unified Committee on Tenure was held on May 9, 1952 in Room 135 Boalt Hall at 1:00 p.m. Those members present were: R. W. Jennings, Chairman, I. B. Cross, Miss E. H. Huntington, D. G. Mandelbaum.

Absent, W. L. Bostick, H. B. Gotaas, V. J. Puryear.

This meeting was called for further discussion of the appropriate action of this Committee in view of the "Hansen Resolution". Professor Frank Newman attended the meeting to request the Committee to give consideration to recommending that the members of the faculty of the Law School be allowed to use the facilities of the Committee on Privilege and Tenure, even though members of the Law School are no longer members of the Academic Senate and, therefore, cannot be members of committees of the Academic Senate. The Committee decided to present a supplement of its report to the Academic Senate and to request the Regents to grant to all members of the faculty the right to have cases involving demotion, dismissals or premature retirement come before the Committee on Privilege and Tenure.

Respectfully submitted  
Emily H. Huntington  
Secretary

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## **REPORT OF THE SPECIAL UNIFIED COMMITTEE ON TENURE**

To the Academic Senate, Northern Section:

The Special Unified Committee on Tenure submits its report and recommendations for consideration by the Senate as a basis for implementing our system of tenure.

Respectfully submitted  
Northern Section  
W. L. Bostick  
I. B. Cross  
H. B. Gotaas  
Miss E. H. Huntington  
D. G. Mandelbaum  
V. J. Puryear  
R. W. Jennings, Chairman  
Southern Section  
N. H. Jacoby  
E. A. Lee  
A. E. Longueil  
K. Macgowan  
W. C. Putnam  
W. W. Crouch, Chairman  
G. H. Ball  
April 1952

### **PART I: HISTORICAL AND LEGAL BASIS FOR TENURE AT THE UNIVERSITY OF CALIFORNIA**

#### Professors and Associate Professors

Tenure for professors and associate professors was customarily understood to exist at the University of California even before formal action on the matter by the Regents in 1920. This appears from a statement of the Administrative Board (then acting as the administrative authority of the University in absence of a president) made to the Board of Regents and appearing in its minutes for November 11, 1919 (vol. 21, p. 205):

"The record of the dealing between the Regents of the University of California and the Faculty of the University of California in regard to all matters with reference to professorial appointments is ample proof of the regard which the Regents have for the necessity of safeguarding as far as possible the security of tenure of those who devote their full time to teaching in the University in a satisfactory manner."

The principal official action on tenure was taken by the Regents on March 9, 1920, as shown by the minutes for that day (vol. 21, p. 247):

"Your Finance Committee has the honor of recommending. . . that appointments as assistant professor be for a period of three years with a recognized right on the part of the University to

[Note: This fragment is only section of report to appear here. —Transcriber]

## **Meeting of the Special Unified Committee on Tenure.**

Oct. 13, 1952

Present – Mandelbaum, Gotaas, Jennings, Puryear, Cross.

Absent – Bostick, Huntington, Tryon.

Mandelbaum presiding.

Mandelbaum stated that inasmuch as the members of the Law School faculty are again back in the Senate by Regents action, Jennings will assume the chairmanship of the committee at the next meeting.

Cross had checked and reported on the differences between the report of the Committee as adopted by the Berkeley section of the Senate and that adopted by mail ballot by the members of the Southern section. There were no significant differences, the most important being that we had included the members of the professional schools giving only graduate work, while the Southern section had not done so.

Jennings stated that he had a copy of the letter sent to Grether, vice-chairman of the Northern section by Grant, ditto of the Southern section relative to the 8 year rule governing tenure. (Person serving 8 years in a teaching capacity to have tenure.) Letter stated that the rule had been referred to the Academic Council.

Jennings also stated that he had a copy of the letter sent by Grant to Grether relative to the differences between the two reports (Southern and Northern sections) of the Tenure Committee.

After some discussion, it was voted to submit for mail ballot to the members of the Northern section a duplicate of the report which had been adopted by mail by the members of the Southern section. Jennings to explain reasons for our action to the Senate.

Meeting adjourned, subject to call by the chairman.

## **Minutes of the Special Unified Committee on Tenure February 27, 1953**

The twenty-seventh meeting of the Special Unified Committee on Tenure was held on February 27, 1953, in Room 135, Boalt Hall at 4 P.M. All members were present: R. W. Jennings, Chairman, W. L. Bostick, I. B. Cross, H. B. Gotaas, Miss E. H. Huntington, V. J. Puryear, R. C. Tryon (new member to replace D. G. Mandelbaum).

The chief order of business was to discuss the problem of securing agreement between the proposed amendments to the by-laws and the petition to the Regents as submitted to the northern and southern sections of the Academic Senate.

**PROPOSED BY-LAW 140.**

It was moved, seconded and passed unanimously to make no change in the proposed By-Law 140 as submitted to the Northern Section of the Academic Senate. It is believed that this wording expresses the intent of both the northern and southern members of the committee.

By-Law 140 as recommended:

(A) This committee shall consist of twelve members, seven from the Northern Section of the Senate and five from the Southern Section. It shall take cognizance of all matters affecting the privileges or the tenure of members of the Academic Senate and of all professors, associate professors, and of all other officers of

instruction having tenure, and shall conduct hearings in individual cases.

## PETITION TO THE REGENTS: F. DISMISSAL AND REVIEW PROCEDURE.

The following were moved, seconded and passed unanimously:

The Academic Senate requests that the Board of Regents amend Chapter VIII, 1(c), of the Standing Orders to incorporate the changes set forth below (new matter underlined):

The President shall recommend to the Regents appointments, promotions, demotions, and dismissals, and premature retirements of all officers and employees of the University, except the Vice-President—Business Affairs, and except as herein otherwise provided. Whenever any such action shall affect personnel under the administrative jurisdiction of a Chancellor, Provost or Director, such action shall be taken only after consideration of the recommendation of such Chancellor, Provost or Director.

The above two paragraphs are substantially unchanged from the northern and southern proposals. The only change is a required change in the number of the standing order from IX, 1(c) to VIII, 1(c).

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Paragraph 3 was adopted as follows:

Whenever any such action relates to appointment or promotion of a professor, associate professor, or other officer of instruction having tenure, or dean (or to equivalent positions), the Chancellor, Provost or Director shall consult with a properly constituted advisory committee of the Academic Senate; except that, in cases involving professional schools offering courses at the graduate level only, the Chancellor, Provost or Director shall consult with the faculty of the school.

The above is substantially the same as submitted to the Northern Section. It differs from the southern report by the inclusion of the material after the semi-colon in the last three lines. This problem will be discussed with the Southern Section by Mr. Jennings.

Paragraph 4 was adopted as follows:

Whenever any such action relates to demotion, dismissal, or premature retirement of a professor, associate professor, or other officer of instruction having tenure, the Chancellor, Provost or Director shall consult with the Committee on Privilege and Tenure of the Academic Senate, which shall hold a hearing on charges as specified in a written complaint. The Chancellor, Provost or Director shall review the findings and recommendation of the Committee, confer with the person concerned if the latter so requests, and thereupon transmit the findings, recommendation and stenographic record to the President, together with his recommendation. If the President's recommendation would result in dismissal, demotion, or premature retirement, he shall thereupon make a report to the Regents with respect to disposition of the case. No professor, associate professor, or other officer of instruction who has acquired tenure shall be dismissed, demoted or prematurely retired except upon recommendation of the President.

The above is substantially the same as that presented to the Northern and Southern Sections of the Senate, the only difference being that the word, "person", in the eighth line is used instead of "faculty member" as found in the southern draft.

DEFINITION OF TENURE, A. PAGE 1. AMENDED DRAFT - MAY 9, 1952. SUBMITTED BY SPECIAL UNIFIED COMMITTEE ON TENURE.

It was moved, seconded and unanimously passed that this section should read as follows:

"Tenure" is the right of a person to hold his position until the age of retirement, with dismissal, demotion, or premature retirement therefrom only for specified causes under the procedures adopted by the Academic Senate and by the Board of Regents.

The above wording is that submitted to the Northern Section of the Academic Senate.

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Slightly different wording, as shown below, was used in the draft submitted to the Southern Section of the Academic Senate.

"Tenure" is the right of a person to hold his position until the age of retirement, with dismissal, demotion, or premature retirement therefrom only for specified causes under the procedures adopted by the Academic Senate and approved by the Board of Regents.

FOOTNOTE, PAGE 3. AMENDED DRAFT, MAY 9, 1952. NORTHERN PROPOSAL.

It was moved, seconded and passed unanimously to delete the footnote on page 3 of the Amended Draft.

A motion was made, seconded and passed unanimously that a draft of the report with changes specified above should be discussed with the Southern Committee and presented to the Academic Council.

OTHER MATTERS CONSIDERED BY THE COMMITTEE

Professor Gotaas, as a member of the Committee on Tenure, at the request of that Committee, asked the Special Unified Committee to give consideration to the desirability of the procedure as set forth in the following section of the proposed amendments to by-laws and resolutions of the Academic Senate submitted by the Special Unified Committee on Tenure, May 8, 1952.

(e) Hearing. . . . . The defendant shall be entitled to be present at all sessions of the committee when evidence is being received and to have with him an adviser of his own choice who may act as counsel.  
. . . . .

A motion was made, seconded and passed unanimously, with one member not voting (Puryear), that there should be no change in the provision that the defendant shall be entitled to be present at all sessions where evidence is being received.

The question as to whether it might be desirable to make a change in the provision which allows a defendant to have with him an adviser of his own choice to act as counsel was put off until the next meeting of this committee.

The next meeting of the committee will be on Friday, March 13 at 4 P. M. in Room 135, Law Building.

Respectfully submitted  
Emily H. Huntington

**Minutes of the Special Unified Committee on Tenure March 13, 1953**

The twenty-eighth meeting of the Special Unified Committee on Tenure was held on March 13, 1953 in Room 135, Boalt Hall at 4 P.M. Those members present were: R. W. Jennings, Chairman, I. B. Cross, Miss E. H. Huntington, V. J. Puryear, R.C. Tryon.

Absent, W. L. Bostick, H. B. Gotaas.

The minutes of the meeting of February 27th were approved with two corrections. The purpose of this meeting was to discuss a proposal of the Committee on Privilege and Tenure. This proposal was that a change be made in the provision which allows a defendant to have with him an adviser of his own choice to act as counsel. This provision is contained in the proposed amendments and by-laws to the Academic Senate submitted by the Special Unified Committee on Tenure, May 13, 1952 (e) Hearing, lines 22 and 23.

Professor Jennings reported that he had discussed this matter with many members of the Law School faculty. All expressed the opinion that a person appearing before the Committee on Privilege and Tenure should be entitled to a counsel of his own choice to represent and assist him. The opinion was also expressed that there is no foundation for a fear that a lawyer would disrupt the meeting. The hearings of the Committee on Privilege and Tenure are closed hearings and in similar hearings of this sort, Government Review Boards, the attorneys representing the defendants have done an excellent job and created no problems. The following motion was passed unanimously: That the section allowing a defendant to have with him an adviser of his own choice to act as counsel, should remain as one of the recommendations of this committee. In order to clarify the authority which this committee report vests in the Committee on Privilege and Tenure, the following motion was passed: In presenting material to the Academic Council, Chairman Jennings be authorized to make the following statement in behalf of the Special Unified Committee on Tenure.

The rules, as formulated, constitute the Privilege and Tenure Committee, among other things, as a quasi-judicial committee, to hear cases involving dismissal or demotion. The rules place the functions of investigation and presentation of the case in the University Administration and in the accused person.

Since the Privilege and Tenure Committee has raised certain questions as to the recommendations of the Special Unified Committee on Tenure, it was believed desirable to discuss these matters with the Committee on Privilege and Tenure. The following motion was passed unanimously: A subcommittee, Mr. Jennings and Miss Huntington, should request the Privilege and Tenure Committee for permission to appear before a meeting of this committee to explain the reason for the position taken by the Special Unified Committee and to try to answer any questions that they may have. The following procedure was agreed upon: Mr. Jennings will request that the report of the Special Unified Committee on Tenure be placed on the agenda of the next Academic Council meeting in Los Angeles. Mr. Jennings will attempt to clear the amended report with Mr. Crouch and, if this is possible, will arrange for both himself and Mr. Crouch to appear together at the Academic Council meeting.

Respectfully submitted  
Emily H. Huntington

### **Minutes of the Special Unified Committee on Tenure October 22, 1953**

The twenty-ninth meeting of the Special Unified Committee on Tenure was held on October 22, 1953 in Room 135, Boalt Hall at 4 P.M. Those members present were: R. W. Jennings, Chairman, Miss E. H. Huntington, R.C. Tryon.

Absent, W. L. Bostick, I. B. Cross, H. B. Gotaas, V. J. Puryear.

The meeting was called to consider three matters:

1. Proposed amendments to By-Law 140 of the Academic Senate, as revised and recommended by the Budget Committee.
2. Proposed amendments to the Senate Resolutions of October, 1947 as recommended by the Academic Council.
3. The present status of the proposed petition to the Regents.



1. The proposed amendments to By-Law 140 which will be presented to the Representative Assembly by the Academic Council are, in substance, identical with those recommended by the Special Unified Committee on Tenure to the Academic Senate, May 13, 1952. There are a few minor word changes which were made after discussion with U.C.L.A. committee members. The Special Unified Committee on Tenure endorses the proposed amendments to By-Law 140 as recommended by the Academic Council.

2. The amendments to the Senate Resolutions of October, 1947, as recommended by the Budget Committee include the recommendations of the Special Unified Committee on Tenure as submitted to the Academic Senate on May 13, 1952. The wording in these two documents is practically identical with one exception. On page 3 of the Resolutions of the Academic Council, the following statement appears:

"Persons having tenure may be dismissed or demoted only upon substantiation of one or more of the following charges: ...."

In the report of the Special Committee on Tenure, the wording of the above clause was as follows:

"Persons having tenure may be dismissed or demoted only upon proof of one or more of the following charges: ...."

The Special Unified Committee on Tenure prefers the use of the word, "proof" rather than "substantiation". Mr. Jennings was requested to discuss this matter with the Academic Council and, if it is unwilling to accept the wording of the Special Unified Committee on Tenure, the matter should again be referred to the Committee.

The Budget Committee included in its proposed amendments to the Senate Resolutions of October, 1947, certain recommended changes with respect to the 8-year rule. The Special Unified Committee on Tenure takes no position on this matter.

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3. The Special Unified Committee on Tenure on May 13, 1952 recommended to the Academic Senate a petition to the Regents to revise the Standing Orders with respect to the conditions of tenure. In accordance with the rules of the Academic Senate, a petition to the Regents must be submitted to mail ballot. As soon as action has been taken by the Representative Assembly on the two matters mentioned above, the proposed petition to the Regents may be submitted to the mail ballot.

Respectfully submitted  
Emily H. Huntington