

TO ALL MEMBERS OF THE FACULTY:

Proceedings of the Faculty Senate
Monday, November 15, 1948
(Special Meeting)

STUDENT BODY ASSEMBLIES, REQUEST FOR: A request received from the Associated Students for approval of one assembly in addition to the two already approved for the first semester was approved.

DISHONEST SCHOLASTIC WORK: The Senate completed its consideration of the report of the Cheating Review Committee and voted final approval of the STATEMENT OF UNIVERSITY POLICY CONCERNING DISHONEST SCHOLASTIC WORK, which will go into operation fourteen days following its adoption by the Senate. The complete statement as finally approved by the Senate is being distributed separately to all members of the faculty.

OUTSIDE WORK, DISCUSSION OF: Dr. Solve presented a proposal concerning "outside work" as recommended by the Committee of Eleven. This had been presented to the Senate at the meeting of May 17, 1948; but at that time consideration of the matter had been postponed until this fall. The recommendation was as follows:

"Definition: 'Outside work' shall be considered as continuing or periodic work not included in that for which the employee is paid by the University but in which the employee may wish to engage for any reason whatsoever.

- I. When the outside work is classifiable as falling within the employee's professional field or within the field of public service, it should not only be permitted freely but to the extent that it does not interfere with the employee's teaching or other assigned duties, it should be encouraged. The University recognizes the fact that such work tends to broaden the employee's background and experience and thus to increase his value to the University as a teacher, research worker or administrator.

Whether or not the employee who engages in such work receives compensation therefor is deemed of no consequence and as having no bearing on the general question.

If no University facilities are employed or consumed in the work the University shall place no prohibition upon it nor claim any part of any compensation received for it.

If University facilities are employed or consumed in the work the University may enter into a suitable arrangement with the person performing the work and the one for whom it is performed as to the amount to be paid to the University to compensate for the use of its facilities. This fee shall bear no relation to the salary or to other pay received by the employee for services rendered the University. In this connection the practice specified in the University Announcement TEST POLICY AND PROCEDURE dated October, 1942, may be followed.

- II. The writing of books or other creative work of a similar nature shall be encouraged to the extent that it does not interfere with the assigned duties of the employee. If such creative work results in royalties or the sale of copyrights, etc., the University shall make no claim thereto.

III. Engaging in work of a non-professional or non-public service nature may sometimes be considered by some persons as inappropriate to the professional or academic standing of the employee and the University. For this reason it might be considered undesirable for faculty members to engage in this type of activity. However, faculty members not infrequently find it necessary to engage in such employment. Therefore, the University should prohibit such work only when it is entirely clear that that work is inappropriate and would result in discredit or in diminished effectiveness of the employee or the University.

IV. The question of whether or not outside work interferes with the assigned duties of the employee shall be determined in each instance in conference between the employee, his department head, the appropriate dean, and the office of the President. The decision shall rest upon actual facts in the specific case. It shall be the duty of the employee who engages in outside work to report that fact to his department head."

Some members of the Senate wished to have further time to consider the recommendation, and the Senate voted to table the matter.

STATE RETIREMENT PLAN, DISCUSSION OF: Dr. Roberts pointed out that in some respects the State Retirement Plan as approved by the voters of Arizona in the general election of November second seemed to present certain advantages over the present University Retirement Plan. He suggested the matter be given careful study. Professor Howard explained that each plan has some advantages over the other and pointed out that the new state plan is now being given thorough study. President McCormick stated he would ask Professor Howard to present to the Senate a full report on the matter at its next meeting.

David L. Windsor
Secretary Pro Tem

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