

REPORT TO MEMBERS OF THE FACULTY SENATE
October 30, 1952

EXCERPT FROM THE ADVISORY COUNCIL MINUTES
MEETING OF WEDNESDAY, OCTOBER 22, 1952

CATALOGUE LISTING OF GRADUATE COURSES "OFFERED UPON DEMAND," APPROVAL OF:

Dean Patrick reported that the Graduate Study Committee wished Council authorization to list in the new catalogue under particular departments, certain graduate courses not now offered, such catalogue listings to carry the notation, "Offered upon demand." Such procedure would be helpful, Dean Patrick felt, in building the graduate program of the University. Such listings would indicate more completely work certain departments are capable of offering. The Dean explained that there was a precedent at other institutions for such procedure.

It was understood that when at any given registration sufficient demand resulted in such a listed course's being offered, the course would be over and beyond the instructor's normal teaching load. Such overload would be compensated for by an adjustment in that instructor's schedule a subsequent term.

The matter was discussed at length and received support from certain quarters, criticism from others. Such a policy would result in a more complete college bulletin, should such a publication later be authorized, Dean Patrick pointed out. The intention was that such procedure would be very limited, at least in the beginning. The plan was intended only to meet special needs in certain departments and would not at this time be developed generally throughout the University.

It was suggested that possibly the research course, 300, in the various departments offering graduate work could be broken down into distinct seminars and thus make it possible to offer more graduate work. Dean Patrick pointed out, however, that it was desirable to retain research 300 distinctly for research projects.

Upon motion by Dean Park, seconded by Dean Brewer, the Council voted authorization for a limited number of departments to list certain graduate courses with the notation "offered upon demand" in the next catalogue.

See Senate 9/24/52 (filled)

EXPANDED COURSE DESCRIPTIONS IN UNIVERSITY CATALOGUE, DISCUSSION RE: Dean Park and Dr. Larson raised the question whether or not it would be desirable and feasible to expand the course description material in the next edition of the University catalogue. The Council members agreed that the opinion of the department heads should be sought in this matter and that the question should be raised again at an early Council meeting. It was understood that Mr. Leshner would present the attitude of the Catalogue Committee at that time.

REPORT TO MEMBERS OF THE FACULTY SENATE
October 30, 1952

EXCERPT FROM THE ADVISORY COUNCIL MINUTES
MEETING OF WEDNESDAY, OCTOBER 29, 1952

SECOND SEMESTER SCHEDULE, CHANGES IN:

Library Science 182: This course alternates with 183, but through an error this was not indicated in the general catalogue which lists the course as a second semester offering. On recommendation of Dean Garretson, the Council voted to withdraw Library Science 182 as an offering of 1952-53.

German 105b: The Council approved the withdrawal of this course as an offering of the second semester in view of the absence of the instructor, Mr. Beck, who is on leave.

Speech 137: The Council approved the request that this course be repeated as a second semester offering. The need was on the part of students for whom this course is a prerequisite in connection with enrollment in Speech 145 in the subsequent semester. Mrs. Mattingly's schedule can be generally adjusted in order that she can give the course.

The Council approved this new course to be included in the second semester of 1952-53:

Horticulture 119: "Landscape Architecture", (2) II.

Evolution and development of garden art and design for homes and public grounds. Applications and principles of landscape architecture in America, particularly for Southwestern living.

UNIVERSITY OF ARIZONA

REPORT OF SENATE COMMITTEE ON EXCHANGE PROFESSORSHIPS

President Harvill:

Your Committee on Exchange Professorships, composed of Drs. Marie P. Hamilton, R. A. Crowell, and T. F. Buehrer (Chairman), appointed last year to make a study of policies governing such exchanges, desires to submit its report herewith.

As the point of departure in this study the Committee elected to gather information from a selected number of state and privately endowed universities and colleges throughout the United States. The questionnaire drawn up for this purpose consisted of the following questions:

- (1) Does your institution have a definite policy governing the exchange of members of your teaching and/or research staffs with those of other institutions? If so, will you kindly give a brief statement of such policy?
- (2) In the event of such an exchange, is your institution restricted in any way by the laws of your State from payment of salary to a member of your own staff who may be teaching or doing research at another institution under such an arrangement?
- (3) Does your institution have a retirement system which may discourage exchanges with other institutions which do not have a comparable system, or which might cause members of your Staff to jeopardize their retirement status as a result of such an exchange?
- (4) Please indicate any specific arrangements as to procedure and salary adjustment involved in effecting such exchanges with your institution.
- (5) Please indicate the approximate number of such exchanges into which your institution has entered with other institutions during the past five years.
- (6) Has your institution ever made a study of policies relating to exchange of professors between yours and other institutions similar to the study set forth in this questionnaire? If so, would you kindly supply us with a copy of your findings.

Responses were received from 18 out of 22 state colleges and universities, and 16 out of 22 privately endowed institutions. The state institutions responding were the universities of California, Colorado, Florida, Hawaii, Illinois, Iowa, Massachusetts, Michigan, Minnesota, Missouri, Montana, New York, North Carolina, Ohio, Texas, Virginia, Wisconsin and Penn. State College.

Among the privately endowed institutions were the following: Colgate University, Chicago, Columbia, George Washington, Harvard, Johns Hopkins, Northwestern, Peabody College for Teachers, Pennsylvania, Princeton, Rochester, Smith College, Stanford, Syracuse, Western Reserve and Yale.

General Policy Relating to Exchanges

The responses to the foregoing questionnaire reveal the fact that few of the institutions solicited have fixed or definite policies relating to such exchanges. In most instances requests for exchange are on an individual basis, each case being decided on its own merits. The following citations set forth the general policy in effect in certain of the institutions who foster such exchanges:

The University of California often appoints as visiting professors members of the faculties of other institutions and grants its own personnel leave of absence to accept similar appointments at other universities. However, these actions are invariably treated as individual cases, independent of any considerations of exchange or reciprocity.

The University of Colorado cooperates in the Exchange-Professor program of the Institute of International Education. As a result, there have been several noted individuals on the Staff for a limited time from foreign countries under this program. There have not been any direct or reciprocal exchanges, however.

The University of Hawaii is favorable to the exchange of teaching staff with other institutions when the work involved can be as satisfactorily handled by the exchange professor. In other words, the exchange professor is expected to teach the courses of their own Staff member whom he temporarily replaces.

The University of Illinois is governed by the following statute relating to exchange: "On recommendation of the Head or Chairman of a Department and with approval of the Dean, the President and the Board of Trustees, a professor, associate professor, or assistant professor may be permitted to exchange for a period of one year or one semester, his position with a professor of approximately equal rank in another university, provided that the arrangement does not involve substantial increase in the cost of instruction. The professor with whom the exchange is made shall, during his period of service in this University be subject to the rules governing appointments and conditions of service applicable to regular members of the Faculty".

The University of Michigan does not have an active exchange plan. They do each year have several professors of their own Staff who are on official leave to teach at other institutions. They also have each year several professors from other institutions who are on leave from their own institutions while teaching on the University of Michigan faculty. In such cases the Michigan professor on leave receives no salary or fringe benefits from the University of Michigan, but receives salary, retirement allowances, insurance and other benefits from the institution where he is teaching. The same principle applies to the professors who are on leave from other institutions and engaged for one year by the University of Michigan.

The Ohio State University does not have a definite policy with respect to exchange professorships. Every effort is put forth to make the individual arrangements where these seem possible and whenever it appears that an exchange might contribute to the academic advantage of the persons concerned. Quoting from Vice-President Heimberger's letter: "We have had very few direct exchanges over the past five year, - perhaps not more than five. However, many of our teachers have taught in other universities over this period, and we have filled their places temporarily with teachers from other institutions. Sometimes this arrangement has come close to a direct exchange, although this is not one of the conditions for an individual leave. For instance, Professor Helms of our Department of Political Science was at Oxford a year ago on a Fulbright Grant, and we appointed Professor Wilson from Oxford to fill his place. Without making a careful tabulation I would hazard a guess that at least 50 of our people have been on leave to teach elsewhere over the past five years, and we have filled their places with visiting professors in perhaps 40 of these cases".

The University of Texas has "no set policy, but we encourage exchanges which are worked out on an individual basis".

The University of Wisconsin has no definite policy regarding exchange of staff members with those of other institutions. Few of the Faculty have accepted temporary teaching positions elsewhere. Many instructors have in recent years done research or studied at other schools both here and abroad while on leave of absence. Although there is no restriction against payment of salary to staff members while temporarily serving at other institutions, such temporary appointments are customarily held while faculty members are on leave without pay.

Columbia University has no policy relating to exchanges. "At the moment there is an exchange arrangement with the Free University of Berlin. Several members of the teaching staff are in Berlin for the summer (1952). However, this is not a general policy".

Harvard University. "The only regularly established exchange professorship at Harvard is now an exchange professorship with France, whereby the University receives each year one professor from the Sorbonne for a single semester, and in return sends to the Sorbonne one Harvard professor for a single semester. The costs of this exchange are borne, in part at least, by special endowment. We have a regular system of sabbatical leaves, and a professor on sabbatical leave is entitled to do occasional lectures though not to engage in a full teaching schedule elsewhere. Occasional leaves of absence are granted without pay for Harvard professors who wish to accept such teaching positions elsewhere. Such absence without pay necessarily diminishes the individual professor's accumulation toward his eventual pension".

Johns Hopkins University has no policy with respect to exchange professorships. "Should a member be invited to teach at another institution, he requests leave of absence and makes his arrangements directly with that institution".

Northwestern University. "We do not encourage our staff to take leaves of absence for teaching purposes. Only rarely is a professor granted a leave to teach elsewhere, and in these instances the arrangement is made under the auspices of a foundation. Leaves of absence are granted ordinarily for purposes of research and are most often made so that professors may take advantage of Fulbright grants, Ford Faculty Fellowships, Guggenheim awards, etc."

Stanford University has no set policy nor experience with direct exchanges arranged between Stanford and other institutions. "If a Stanford faculty member wishes to accept an invitation to go to another institution on a visiting basis, he would request leave without salary and make his own salary arrangements with the other institution; they would not be made by Stanford. Similarly, in securing replacement for the Stanford faculty member, we would look for the best man we could get at any institution and make our own arrangements with him."

Yale University has no definite policy with regard to exchange professorships, and, in fact, very rarely enters into such relationships with other institutions.

Salary Arrangements

Most institutions do not concern themselves with salary of exchanging professors, since each case is determined on its own merits and requirements. It would probably be difficult to find any two professors in the same field of learning, located at different institutions, and of the same academic rank receiving the same salary, because of wide variance in salary scales. The simplest solution to the problem would probably be to allow each institution involved to pay the salary of its faculty member while teaching at the other institution, assuming substantial equivalence of teaching load. It would have the advantage of involving no disruption at either institution in deductions for federal income tax, health insurance or retirement. While privately endowed institutions would, perhaps, be willing to enter into such an arrangement, state institutions are, as a rule, restricted by law from paying salaries to faculty members who are teaching at another institution, even though the visiting professor may be teaching the courses or rendering other services which the regular staff member would have rendered, had he or she been in residence. To circumvent these difficulties, most institutions require their own staff members to take leave of absence and enter into a temporary contract with the other institution, at the same time reserving the right to employ, in the absent staff member's place, anyone from whatsoever institution and under whatsoever conditions, as they might elect. A few of the responses pertinent to this phase of the problem are cited below:

University of Colorado "Our usual procedure is to continue payment of the salary of our Staff member while he is away, as does the other institution with its exchange staff member. This system obviates any difficulty in connection with retirement plans."

University of Hawaii "Territorial law authorizes exchanges, but requires that persons exchanging must continue to be paid by their respective institutions. The law also permits continuance of the faculty member on the retirement system while on exchange.

University of Minnesota "We have no definite policy covering the exchange of members of our teaching and research staffs with other institutions, although on occasion exchanges have been arranged. For example, this present year a member of the staff of our Student Health Service is in England, and member of Staff of the English university is serving here. A few years ago a similar exchange was arranged on an individual basis involving an assistant professor from the University of Liverpool and an assistant professor on the staff of our School of Social Work. In all of these cases, the respective universities have paid the normal salary to the visiting staff member. That is to say, the University of Liverpool paid our assistant professor who was visiting there the salary of the staff member who was visiting here. We in turn paid the guest from Liverpool the salary of our own staff member. When a staff member from the University of Minnesota participates in such an arrangement, we grant a leave of absence without salary for the purpose. This fully protects the insurance and retirement rights of our staff member, who, of course, meets whatever financial commitment with respect to these rights is involved."

The same plan as above is in effect at the University of Missouri.

Ohio State University "We are restricted by the State in such a way that we are not able to pay the salary of a person of our staff who is working at another institution, even though we receive equivalent services of a staff member of another institution in return. There are no difficulties with our retirement system. We ask the teacher who is going to another institution to make his contribution throughout that year just as though he were on our staff."

The University of Texas "We cannot pay for services rendered at an out-of-State institution. We pay the exchange professor who teaches with us, and expect that our Staff member on leave will be paid by the institution being served."

The University of Chicago "The University may grant leaves of absence with or without salary, depending upon the needs and purposes of the staff member, upon recommendation of Chairmen and Deans, and upon availability of funds in the budget. It may provide funds for replacement by a visiting professor, leave the position unfilled, or enter into exchange relationships. Ordinarily the arrangements are made within the amount originally budgeted for the position, but not necessarily so."

Colgate University Leave of absence without salary is granted a faculty member to accept a temporary appointment in another institution.

University of Pennsylvania "The University of Pennsylvania does not have a system of exchange professorships. From time to time members of the Staff ask for leave of absence to teach elsewhere. If they take such a leave of absence, their salaries cease at the University for the period of their leave, but in such cases retirement and Social Security payments are continued by the University so that they are not penalized because of their absence."

University of Rochester "No direct exchanges of staff members with staff members of other universities. Many of our Staff go to other institutions as "Visiting Professors". In such cases we replace them with other men. The salaries of the replacements are paid by this University; the salaries of our Staff are paid by the institutions to which they go."

From the foregoing statements it is evident that State institutions are restricted, in general, by law from payment of salary to an employee teaching at another institution. But even in State institutions or privately endowed universities where there is no such restriction, the preferred policy is to grant leaves of absence without pay, and leave the institution free to work out the salary details with the individual employed. State institutions are as a rule, restricted in the matter of employing aliens, - a restriction which severely limits exchanges with foreign nations however distinguished the scholar in question may be.

Effect of Such Exchange on Retirement Status of the Individual

Exchange of professors between institutions also involves the problem of maintaining one's retirement status intact, in view of the fact that institutions match or otherwise supplement payments made into a retirement fund by the individual faculty member. The institutions contacted in this survey were in some instances under the Teachers' Insurance and Annuity plan, the O.A.S.I., or a state teachers' retirement system. It is obvious that any university faculty member involved in such an exchange would be obliged to continue his payments into his own retirement fund, even though his salary might be paid by the institution where he is on temporary appointment. The following statements submitted by the officials of various colleges and universities, reflect the range of policy in effect at the present time:

The University of Colorado. "Our usual procedure is to continue payment of the salary of our Staff member while he is away, as does the other institution with its exchange staff member. This system obviates any difficulty with retirement plans."

The University of Minnesota. "When a Staff member of the University of Minnesota participates in such an arrangement, we grant leave of absence without salary for the purpose. This fully protects the insurance and retirement of our Staff member who, of course, must meet whatever financial commitment with respect to these rights is involved."

Montana State College has a retirement system but according to its provisions, absence from the State for one or two years does not in any way jeopardize the staff member's status or benefits under the retirement system, provided he continues his payments during his absence.

Ohio State University. "There are no difficulties with our retirement system. We ask the teacher who is going to another institution for a year to make his contribution throughout that year just as though he were in residence on our Staff."

The University of Wisconsin. "An instructor's membership in the Wisconsin State Teachers' Retirement System is in no way jeopardized by his temporary acceptance of another position during his leave without pay. Visiting faculty at the University of Wisconsin are not eligible to participate in the Wisconsin Retirement System."

Colgate University. "We are under the TIAA retirement system. Contributions are not made by the University when a faculty member is on leave of absence without salary."

University of Chicago. "The University of Chicago operates under a contributory retirement plan. Staff members on leave without salary take care of their own premium payments during period of leave without salary, unless special arrangements are made to keep the contributory plan in operation during the interval. The University may or may not include contributory payments to match payments made by the visiting staff. This depends upon the term of such appointment."

Columbia University. "Members of the Columbia faculty participate in an annuity plan in cooperation with the Teachers' Insurance and Annuity Association. Visiting professors having such contracts when they come to the University are eligible for a University contribution toward their contracts. Otherwise there is no attempt to cover their retirement expectations. Such a policy would also apply if Columbia had an exchange arrangement."

Number of Exchanges During Past Five Years

Question Five of the questionnaire as to the number of such professorship exchanges which had been effected by institutions of higher learning during the past five years was asked for the evident reason that the Committee desired to estimate the extent to which such a policy was actually followed at the present time. There were only a few replies to the question, with estimates as follows:

University of Colorado:	6 exchanges
University of Hawaii:	5
University of Illinois:	1 or 2
University of Minnesota:	5 or less
University of Texas:	4 or 5 (during summer sessions only)
University of Virginia:	"Very few".
University of Chicago:	4 or 5 <u>per year</u> !
George Washington University:	10-12 on a personal basis
Harvard University:	5, all to France
Syracuse University:	"Very few".

Since only 10 institutions out of the 44 contacted answered the question, it is hardly justifiable to make a sweeping generalization as to the actual extent to which exchanges of professors are effected. It appears that the number of such exchanges has, on the whole, been small. The Committee is led to surmise that such exchanges, on a reciprocal or equivalent basis, are rare on account of the obvious difficulties involved in finding two individuals, each in a different institution but in the same fields of learning, on a par with respect to salary, rank, and other considerations, who would be interested in an exchange of positions.

Discussion

The foregoing recital of facts regarding exchange professorship policy in a limited number of colleges and universities in the United States indicates that administrators have, in general, chosen the less involved procedure, - namely to grant leave of absence without pay to the faculty

member and to employ some one else in his or her place for the corresponding period at whatever salary might be agreed upon as acceptable. Equivalent or reciprocal exchanges appear to be the exception rather than the rule. It is possible that a temporary vacancy created by granting leave of absence might be filled by appointment of an outstanding scholar or educator from the same institution to which the local staff member would go. In such case the transaction would be tantamount to an exchange, although the salary contracts of the respective individuals with the respective institutions might be entirely independent of each other. However, the granting of leaves of absence and filling of temporary vacancies with individuals of acceptable competence from any other institution would not be classed as an "exchange", as defined in the present study.

Requests for exchange with the University of Arizona

Requests have come from staff members of other universities to certain departments of the University of Arizona concerning the possibility of such exchanges. The most serious difficulty involved in effecting such exchanges is that of salary adjustment. Salary scales of educational institutions vary widely. A professor of prestige and reputation in his special field of learning who may be interested in coming to the University of Arizona on an exchange basis, would almost certainly be an individual whose salary at his home institution is much higher than even the top salaries of full professors here.

In one negotiation involving a University of Arizona staff member and in which an appreciable differential in salary was involved, it was suggested that each institution pay the visiting professor a sum equal to the salary of the lower-paid of the two professors to be exchanged, and that the institution having the higher salary scale pay its staff member the difference between the lower and higher salary. This proposal met with refusal on part of the institution paying the higher salary. Moreover, it was unacceptable to the professor receiving the higher salary because of difficulties involved in making proper deductions for insurance and retirement.

Advantages of professor exchanges to the University of Arizona

A program of exchange professorships has certain obvious advantages for both parties concerned. The advantage to the University of Arizona in being able to attract renowned scholars for a limited period would lie primarily in the offerings of special courses in fields of current interest, of which qualified students might avail themselves, and it would reflect a certain measure of prestige upon our institution. A visiting professor might see an advantage in special library facilities available here, as well as the opportunity for research in such fields as archaeology, sociology, philology, botany or mineralogy which are available in this Southwestern region. Our climate would without doubt be a consideration influencing staff members from eastern and northern institutions to come here on a temporary basis for reasons of health of some members of their families or their own. Under such circumstances a professor receiving a higher salary than is afforded for similar rank on our salary scale, might be willing to come here at a sacrifice of the salary differential.

Certain definite advantages would accrue to our own Staff members going to other institutions under an exchange arrangement. The University of Arizona is in a relatively isolated location. Great distance prevents our attending important national meetings of scientific and learned societies. An exchange professorship would enable our Staff members to foster contacts with leaders in the field elsewhere, attend meetings, make use of unusual library facilities and in many other ways improve the effectiveness of their teaching.

Salary problems involved in such exchanges

It has already been pointed out that the salary problem is the most serious hurdle in connection with exchanges of professors. The ideal solution would, of course, be to provide that each institution pay the salary of its own staff member who may be teaching at another institution as though he were in residence. It would simplify matters greatly in the business offices of both institutions. Some institutions, such as Harvard University, set aside a fund from which to finance the salary differential in cases where the salary of the visiting professor is higher than that of the local staff member.

Our present Arizona statutes do not permit payment of salary of an employee who is rendering service at an out-of-State institution. Notable exceptions to this rule are the Universities of Oregon, Colorado and Wisconsin. Most others are under the same restriction as Arizona. To put such an exchange policy into operation in Arizona would therefore make necessary an amendment to the Constitution or some other action by the Legislature of the State to make possible the payment of salary to a professor teaching at another institution for a limited time.

Insurance, Retirement and Income Tax

Considerations relating to deductions for insurance, retirement and income tax are very pertinent to such exchanges. In the same sense that a direct exchange simplifies salary payment by the institution where the professor is permanently employed, it automatically solves the matter of such deductions. Insurance contracts and retirement plans vary from institution to institution. The income tax question is of a more serious nature. It has happened that a professor from the University of Arizona teaching at another institution was obliged to pay the state income taxes in both states. Such a situation would be avoided by a direct exchange, by which each staff member would be paid by his own institution, and pay the state income tax in his own state.

Academic Rank and Teaching Load

Equality of academic rank, while in general desirable and perhaps presupposed, is not a necessary condition in effecting such exchanges, and would appear to be of relatively minor importance. An associate professor in a given institution who had attained unusual success or renown in a particular field of learning, might be more acceptable for an exchange than one who held the rank of full professor. By reason of disparity in salary scales it is very probable that an associate professor in another institution

might be receiving a salary equal to that of a full professor at our institution. Thus it would appear that exchanges could be more easily arranged if the factor of rank were not stipulated as the primary condition.

On the other hand, a direct exchange would certainly imply that the fields of learning of the individuals involved should be sufficiently similar to make it possible for the visiting professor to take over the courses of the professor whom he temporarily replaces. It would appear rather unlikely that two professors in the same field of learning and teaching at different institutions who may be interested in such an exchange would be giving identical courses, except perhaps at the lower division level. It would be equally unlikely that a visiting professor would consent to prepare to teach a course in a field with which he may not be very familiar. One solution to the problem might be to ask the exchange professor to give certain advanced courses of his own specialty and offer such courses for the duration of the exchange only, leaving the courses of the professor whom he replaces unfilled for the duration. If the condition of requiring the visiting professor to take over the courses presently scheduled for the regular professor were strictly adhered to, it would be difficult, if not impossible, to find any two individuals in different institutions who could meet this condition.

Teaching load, like that of salary scale, is one which exhibits wide variations from institution to institution. It is perhaps fairly general that the professor in the higher salary bracket carries the lightest teaching load. Our teaching load at the University of Arizona is heavier than that of many other institutions. A visiting professor would probably stipulate that he teach no more hours than he is required to teach by his own institution. It is assumed that these and other details would have to be worked out and adjustments made as circumstances may require, if an exchange plan were put into effect.

Literature Citations

In connection with this study the Committee has taken into consideration all available sources of information pertaining to exchanges, as set forth in the foregoing pages. Several of the sources are listed below:

Smith, Paul E. Educational Exchanges. Higher Education Vol. 8: 74-78 (1951).

Smith, Paul E. British-American Teacher Interchange. News Bull. Inst. of Internat. Educ. 24: 15-18 (1949).

Smith, Paul E. Teachers Abroad. Bull. 1950, Office of Education, Federal Security Agency, No. 10. 40 pp. (1950).

_____ Inter-University Relations and Exchanges.
Nature Vol. 162: 585-6 (1948).

Headley, J. W. Report on leave and tenure policies. South Dakota State College, 1952.

Recommendations

In view of the considerations set forth in this report, the Committee recommends:

1. That an exchange professorship policy be instituted and put into effect at the University of Arizona.

Such a plan would have the obvious advantages of benefiting the individual staff member by providing an opportunity for exchange of ideas, use of unusual library facilities, attendance at prominent national meetings, and general improvement of teaching effectiveness. The advantage to the University would lie in the stimulus from the presence of eminent scholars to both faculty and students, and national prestige to our institution.

2. That new legislation be sought that would make it possible for the University of Arizona to pay the salary of a staff member who may wish to enter into such an exchange and teach at another institution for a limited time.

Such an arrangement would have an advantage, from an administrative point of view, in eliminating the difficulties arising from differences in salary of the individuals involved in the exchange and deductions for retirement, insurance and income tax. Our present law makes such an arrangement impossible.

3. That new legislation be sought that would make it possible for the University to employ foreign scholars on a temporary basis.

Under our present law it is not possible for the University to employ, and pay salary to, aliens, regardless of how famous they may be in their fields of learning or how desirable it may be to bring them here. Thus it is impossible to foster desirable international understanding between our country and even as near neighbors as Canada, Mexico and other Pan-American nations. The possibility of strengthening certain programs at the University of Arizona would be greatly increased if it were possible to engage foreign scholars, either on an exchange basis or by direct appointment.

Committee on Exchange Professorships
Marie P. Hamilton
R. A. Crowell
T. F. Buehrer, Chairman

November 1, 1952

PROCEEDINGS OF THE FACULTY SENATE
Meeting of Monday, November 3, 1952

EXCHANGE PROFESSORSHIPS, REPORT OF COMMITTEE ON: The Senate accepted a report from a special committee appointed to study exchange professorships as presented by Dr. T.F. Buehrer and took under advisement the following recommendations:

1. That an exchange professorship policy be instituted and put into effect at the University of Arizona
2. That new legislation be sought that would make it possible for the University of Arizona to pay the salary of a staff member who may wish to enter into such an exchange and teach at another institution for a limited time.
3. That new legislation be sought that would make it possible for the University to employ foreign scholars on a temporary basis.

In connection with his report, Dr. Buehrer called attention to an opinion given by Professor Claude H. Brown as follows:

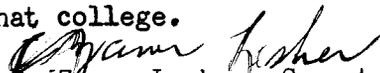
"The University cannot employ aliens. Such employment is prohibited by the Arizona Constitution Article 18, section 10, and by Arizona Code 1939, section 56-103.

"It is also my opinion that the University cannot pay the salary of a member of our faculty while he is teaching elsewhere on an exchange arrangement."

DISHONEST SCHOLASTIC WORK COMMITTEE, INTERPRETATION OF POLICY AFFECTING: The Senate was asked to interpret the action by which it assigned to the Committee on Dishonest Scholastic Work certain discretionary powers with regard to placing on the permanent record of the student a notation of its disciplinary action. The point at issue was whether or not, in certain cases, the Committee was empowered to take disciplinary action without having any notation of such action appear on the record. For the purpose of formulating an interpretation of its action, the Senate recommended the appointment of a committee to include the Registrar, the Chairman of the Committee on Dishonest Scholastic Work, and one member as recommended by the Committee on Committees.

TREE RING LABORATORY STAFF, FACULTY STATUS RE: A request to award faculty status to a member of the staff of the Tree Ring Laboratory was referred to the Committee on By-Laws for consideration.

COLLEGE OF PHARMACY REPRESENTATIVE, ELECTION OF: Upon recommendation by the faculty of the College of Pharmacy, the Senate elected Dr. Doris Hawkins to membership, as a representative of that college.


C. Zaner Leshner, Secretary
Senate