

April 19, 1971

TO: UNIVERSITY SENATE MEMBERS

FROM: VERA JENKINS
Secretary of the Senate

SPECIAL SENATE MEETING: FRIDAY, APRIL 23, 1971 - 4:00 p.m.

PLACE: LINCOLN PROJECT BUILDING - CONFERENCE ROOM - FIRST FLOOR -
ROOM #103.

PURPOSE OF MEETING: For the Faculty Affairs Committee to present
its Proposal on the Grievance Committee.

PLEASE NOTE CHANGE OF MEETING PLACE FOR THIS DATE!

April 19, 1971

TO: UNIVERSITY SENATE MEMBERS

FROM: THE FACULTY AFFAIRS COMMITTEE

The Faculty Affairs Committee recommends the formation of a faculty committee, to be constituted and charged as described below:

1. The committee in question shall be known as the Youngstown State University Faculty Appeals Committee,
2. The purpose of this committee is to function as an agency for the hearing of faculty grievances received from full and limited service faculty members, including those faculty serving as full or part-time administrators, and to explore the possibilities of redress and/or to assist in arriving at satisfactory solutions. Any findings of the committee will be
 - (a) with regard to the application and interpretation of existing University policy where such policy is stated, or
 - (b) with regard to matters not covered by University policy.

The findings and recommendations of the committee shall be reported to the petitioner, the members of the committee, the appropriate Vice President, the President, and any other appropriate Administrative Officer,

3. The Committee shall have the responsibility to make to appropriate officers or committees recommendations for improvement of the operation of the University,
4. The Committee shall consist of a Chairman, with the privilege of voting, elected at large for a term of one year; and three other members, elected at large and serving for terms of three years, provided that on the first election the three members shall be elected from a single slate for the terms of 3, 2, or 1 years respectively on the basis of highest number of votes. The Senate Executive Committee shall appoint annually the nominating committee from the full-service faculty members. At least two candidates shall be nominated for each position, and additional candidates shall be included if a petition for their candidacy is signed by a minimum of ten (10) full-service faculty members. No person shall be a candidate for more than one position.

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FACULTY AFFAIRS COMMITTEE CONT'D.: (April 19, 1971)

5. The Chairman and the three other members shall be tenured members of their faculties, excluding department chairmen and other administrative officers. The electors shall be non-tenured, as well as tenured full-service faculty members, including department chairmen, but excluding deans and other administrative officers.

Any member of the Committee, knowing that he will not be available for duty during any extended period, shall be authorized to appoint a substitute member during his period of unavailability; such substitute shall have the same qualifications for membership as the elected member, and shall have the same power.

6. The Chairman shall be empowered, whenever he feels it appropriate, to appoint from among the faculty at large ad hoc committees for more thorough investigations and recommendations, except in cases relating to loss of tenure, Any such subcommittee can report only to the parent committee.
7. The Chairman shall convene the Committee within one week of receipt of any written petition. A quorum of the Faculty Appeals Committee shall consist of three members. The Chairman, however, at the request of the petitioner, is empowered to seek a conciliation without recourse to the Committee.
8. The Constitutional right of any person appearing before the Committee to be represented by counsel of his choice shall not be infringed,
9. The Committee shall keep minutes of its meeting for its own use.
10. It is expected that the other duties of the person who is Chairman shall not be such that it will prevent his effective attention to the responsibilities of the Faculty Appeals Committee.



YOUNGSTOWN STATE UNIVERSITY

YOUNGSTOWN, OHIO 44503

April 19, 1971

The Faculty Affairs Committee
University

Gentlemen:

I have reviewed the committee's recommendation concerning a YSU Faculty Appeals Committee and find that while the non-tenured faculty members are entitled to vote in the election of the Appeals Committee, **they** are not permitted to elect even one of themselves as a member of the Committee. Furthermore, in the light of the Poddar case, the distinction between tenured and non-tenured faculty is no longer valid because both are entitled to the same procedures in the event their contracts are not renewed and/or they wish to challenge their **non-**renewal. It seems that your recommendation was either prepared prior to the Poddar case or your Committee chose to take no cognizance of the court ruling and its implications for the so-called non-tenured faculty. I suggest that membership of the Appeals Committee be made open to **all** the full-time faculty of Youngstown State University.

Sincerely yours,

Thomas A. Shipka
Elected Member of the
University Senate
from the College of
Arts and Sciences

cc: Members of the University Senate

TAS:af

MINORITY REPORT
ON THE PROPOSED
YOUNGSTOWN STATE UNIVERSITY FACULTY APPEALS COMMITTEE
for consideration on
April 23, 1971
by the
UNIVERSITY SENATE

This **Minority** Opinion is respectfully submitted to the members of the University Senate to aid in the establishment of procedures for the just resolution of issues between faculty and administration, to insure academic freedom in the University as an institution for free inquiry in a free and open society, and to provide for greater harmony among the various components of the University community.

- I. Article 2 reads: "The purpose of this committee is to function as an agency for the hearing of faculty grievances received from the full and limited service faculty members, including those faculty serving as full or part-time administrators, and to explore the possibilities of redress and/or to assist in arriving at satisfactory solutions. Any findings of the committee will be
 - a) with regard to the application and interpretation of existing University policy where such policy is stated, or
 - b) with regard to matters not covered by University policy.

The findings.....**Officer.**"

- II. Article 3 reads: "The Committee shall have the responsibility to make to appropriate officers or committees recommendations for improvement of the operation of the University."

111-The Minority contends that if Article 2 is adopted as written, it will effectively preclude findings ~~for~~ the grievant in certain types of cases, not all of which can be anticipated, but one of which is a "Poddar-type" case (non-renewal of contract without specific oral and/or written reasons for the action). Except in rare cases where written notice to the faculty member by the University fails to meet a required deadline date for such written notice, or for such other related technical failures to comply with stated requirements under existing University policy, the Committee would find for the Administration in all cases.

- IV. Such a result, the **Minority** believes, is unjust and should not be permitted.
- V. The Faculty Appeals Committee, in view of its purpose, should not be so restrained as to preclude its finding ~~for~~ the grievant, in the face of the University's stated existing policy, where such policy conflicts with, and/or denies the grievant's Constitutional rights; and where the Committee has made a diligent search of existing legislation and case law, both within and outside the state of Ohio as it relates to the issue at hand and where it further believes the University policy at issue does, in fact, deny the Constitutional rights of the aggrieved.

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MINORITY REPORT - FACULTY APPEALS COMMITTEE: (April 23, 1971)

- VI.** To hold otherwise would allow University policy which operates to deny the Constitutional rights of a faculty member to take precedence over, and to supersede, the Constitution of the United States.
- VII.** The Majority view is that even if the Faculty Appeals Committee is precluded from finding for the grievant under Article 2 (a), as claimed by the Minority, whatever defect results from the operation of Article 2 (a) is remedied under Article 3.
- VIII.** The Minority's contention is that in a case of the type **reflected** in V (Page #1) the failure to provide due process to the grievant under Article 2 (a) will probably not be remedied under Article 3 for the following **reasons**:
- a) The Faculty Appeals Committee is not required to **take** action under Article 3 at the time of the grievance, and it may not take any action whatsoever;
 - b) The Faculty Appeals Committee even if it does act under Article 3, is not required to, and therefore may **not**, recommend immediate restitution for the grievant to **make** him whole for the wrongful act of the University; and
 - c) Even if the Faculty Appeals **Committee** does act under Article 3 and does **recommend** immediate restitution **for** the grievant for the wrongful act of the university, the adoption and implementation of its **recommendation** will be more circuitous and the time interval between **recom-**mentation and implementation will be more extended to the effect that the denial of due process resulting from the operation of Article 2 (a) would not only **NOT** be remedied by the action of the Committee under Article 3; but would, to the contrary, be confirmed and effectively re-enforced by a "pocket vote" of inordinate delay.

THEREFORE, the Minority recommends the deletion of the entire second sentence of Article 2 including sections (a) and (b).

* * *

- IX.** The Minority contends that this Committee should not hear grievances of a strictly administrative type brought by one full time "administrator" (employer, or agent of the employer exercising either complete or partial supervisory, evaluative and/or directive function, either directly or indirectly over the faculty, or portion thereof) against another full time "Administrator" or against a member of the faculty (an employee who has no supervisory, evaluative or directive function over "administrators").

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MINORITY REPORT - FACULTY APPEALS COMMITTEE: (April 23, 1971)

- X. The Minority believes that persons who perform both an "administrative" and a "faculty" role or function such as Chairmen of Academic Departments, should be permitted to bring grievances to the Committee if the grievance is rooted in the "faculty" or employee function but not if the grievance is rooted in the "administrative" function.

THEREFORE, the Minority recommends in the first sentence of Article 2 which reads: "The purpose of this committee is to function as an agency for the hearing of faculty grievances received from full and limited service faculty members, including those faculty serving as full or part-time administrators, and to explore...", that the words "full or" be deleted,

ALSO, the Minority recommends that the following be inserted after the first sentence in Article 2: "The Committee shall hear grievances from part-time Administrators only if the grievance has its basis in his role or function as a faculty member (an employee having no supervisory, evaluative, or directive function over administrators), but not if the grievance has its basis in his role as administrator (an employer or agent of the employer exercising either complete or partial supervisory, evaluative and/or directive function either directly or indirectly over the faculty or portion thereof)."

- XI. Article 4 of the recommendation provides the Chairman "with the privilege of voting" and Article 7 provides for a quorum of "three members".

The Minority contends that the Chairman's "privilege of voting" is undesirable in that the Chairman's exercise of his "privilege" could result in a tie vote by the Committee. For instance, when the Chairman and all three other members are present, the Chairman by voting could cause a two-two tie vote. In another case where there are only three members present (quorum) the Chairman by not voting could again cause a one-one tie vote,

In view of the stated purpose of the Committee and the desire of the grievant to obtain a ruling, for this is his expectation in bringing his action, the Minority holds that as an operational matter, such a "privilege" provision can operate only to impede orderly solution of controversy by encouraging inconclusive tie votes.

The Majority defends the "privilege" provision on the grounds that the Chairman should NOT be forced to vote, using the analogy of the "hung jury" in a court of law.

The Minority contends that the "hung jury" is not analogous because when a "hung jury" decision occurs a new jury can be selected from new veniremen and the entire case retried. Under these procedures as proposed, if a tie vote were to occur, however, the grievant would be effectively precluded from any conclusive adjudication of his grievance by the Committee for

MINORITY REPORT - FACULTY APPEALS COMMITTEE: (April 23, 1971)

at least a year until a new Chairman were elected; and even then the Committee may refuse to rehear his case unless he has new and substantial evidence to present that was not entered in evidence at the first hearing.

Furthermore, the Minority contends that if the chairman or any of the other members disqualify themselves from hearing and acting on a grievance for proper reasons, then that Chairman or that member should appoint a substitute to serve as his own replacement (Article 5). Otherwise, in tie vote situations, which he creates, the Chairman holds an effective pocket vote on the Committee and subverts its purpose.

THEREFORE, the Minority recommends (1) in Article 4, the deletion of the words "with the privilege of voting" and the substitution in their place of the words "who shall vote only to break a tie vote"; and (2) that the third sentence of Article 5 be amended to read "any member of the Committee who will not be available for duty shall appoint a substitute member during his period of unavailability; such substitute shall have the same qualifications for membership as the elected member who designated him, and shall have the same power."

XII. Article 9 of the recommendation reads as follows: "9. The Committee shall keep minutes of its meetings for its own use,"

The Minority contends that the restriction "for its own use" operates to the detriment of the interests of various other groups and/or persons and as such is not desirable for the following reasons:

1. This restraint would deny findings, evidence, standards for the findings of fact; minority views and other information to another faculty member who, perhaps, has a grievance, similar to a possible prior precedent-setting grievance and such denial might well handicap his preparation of evidence for the hearing or preclude his ever bringing a formal grievance to the Committee.
2. This restraint, in its operational effect, is probably illegal and the minutes as well as such other specifically enumerated data which is essential to a grievant's proper defense against wrongful acts by the University is probably available through Court action from not only the Faculty Appeals Committee but from elsewhere in the University as well.
3. Also, the greater availability of these minutes and other data at the University would to some degree eliminate the feeling that some faculty members have of the secrecy which seems to surround some decisions, alternative decisions and the grounds on which they were based. Just as Courts of

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MINORITY REPORT - FACULTY APPEALS COMMITTEE: (April 23, 1971)

Law and Equity write opinions for the edifications of the profession instead of merely rendering a decision; so, too, should the availability of the minutes of the Faculty Appeals Committee be made available to those concerned for their edification, information, and use.

4. One of the greatest benefits to be derived from the effective operations of the Faculty Appeals Committee, aside from rendering justice directly to the aggrieved in a specific case, is the broad indirect but real benefit shared by all parties from the greater harmony achieved within the University environment. Because parties other than those with privity to a specific grievance also have interests in the outcome of the case, information related to it should not be denied to them.
5. The Majority contends that improper use of the minutes by some may cause overwhelmingly undesirable results if they are generally made available. The Minority contends that much more harm will result to the University if the minutes are denied than if made available, that their denial is probably legally unenforceable, and that if the Majority's contention is valid in this case, then the vast amount of information available to the public in various public records should also be restricted.

THEREFORE, the Minority suggests that in Article 9 the words "for its own use" be deleted and that they be replaced by the words "for the use of all interested parties."

* * * *

In addition to the undersigned, other Faculty Affairs Committee Members who have not collaborated in this opinion may concur in this Minority Report in whole or in part.

, Respectfully submitted,

J. J. KOSS, MEMBER
FACULTY AFFAIRS COMMITTEE

April 6, 1971

BALLOT!

**BALLOT FOR PROPOSED AMENDMENT TO CONSTITUTION AND
BYLAWS OF THE SENATE OF YOUNGSTOWN STATE UNIVERSITY**

Article **III.** Section 2. Members b)

"Student members with the right to vote shall be elected by each undergraduate school or college. There shall be two each elected from the School of Business Administration, the School of Education, and the College of Arts and Sciences, and one each elected from the School of Engineering, the Technical and Community College, and the School of Music. The Chairman of Student Council and the President of Student Government shall be **ex-officio** voting members, Student members shall be full-time undergraduate students eligible for election to Student Government."

_____ FOR THE PROPOSED
AMENDMENT

_____ AGAINST THE PROPOSED
AMENDMENT

NOTE: This ballot is to be returned in the envelope enclosed (SEALED) with your name written and printed on the slip that is taped to the envelope.

Please return this to Miss Vera Jenkins, Secretary of the Senate, **Mailroom** Box #457 - by FRIDAY, APRIL 16, 1971, at 4:00 p.m.

NO BALLOTS WILL BE COUNTED IF RECEIVED AFTER THAT TIME.

April 16, 1971

SENATE EALLOT
YOUNGSTOWN STATE UNIVERSITY
FOR TECHNICAL AND COMMUNITY COLLEGE
(VOTE FOR A TOTAL OF NOT MORE THAN 3)

_____ WILLIAM O. BARSCH

_____ GERALDINE HETZEL

_____ VIOLET BOGCESS

_____ DOROTHY HILLE

_____ THEODORE S. CHROBAK

_____ HELEN JEFFREY

_____ RALPH G. CRUM

_____ DOROTHY KENNEDY

_____ JAMES W. DeGARMO

_____ ROBERTA M. MILLER

_____ ISTVAN Z. DOMONKOS

_____ ROGER T. OVERBERG

_____ BARBARA ENGELHARDT

_____ VIRGINIA PHILLIPS

_____ SISTER BARBARA ANN ERICKSON

_____ ANNE SCHEETZ

_____ DORCAS FITZGERALD

_____ MARY SEBESTYEN

_____ LAWRENCE W. FOLTA

_____ HELEN SHIELDS

_____ STEVEN R. GARDNER

_____ G. ROY SUMPTER

_____ CYNTHIA GOARD

_____ JOHN P. TERLECKI

_____ MARIE GUBSER

_____ MARTHA WALTON

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April 16, 1971

SENATE BALLOT
YOUNGSTOWN STATE UNIVERSITY
FOR SCHOOL OF MUSIC

(VOTE FOR A TOTAL OF NOT MORE THAN 2)

_____ JOHN E. ALLEMAN	_____ WALTER S. MAYHALL
_____ SAMUEL S. BADAL	_____ WENDELL E. ORR
_____ DONALD BYO	_____ ESOTTO PELLEGRINI
_____ WILLIAM G. CONABLE	_____ C. WADE RARIDON
_____ ROBERT F. FLEMING	_____ FRED ROSENBERG
_____ RONALD L. GOULD	_____ LINDA M. ROSS
_____ LARRY F. HARRIS	_____ CHARLES R. RULLMAN
_____ LOIS M. HOPKINS	_____ DUANE SAMPLE
_____ ROBERT E. HOPKINS	_____ ARTHUR G. SPIRO
_____ VERN L. KAGARIZE	_____ DAVID E. STARKEY
_____ JOSEPH E. LAPINSKI	_____ DONALD E. VOGEL
_____ EDWARD J. LARGENT	_____ MARK F. WALKER
_____ SISTER AGNES JEAN LAVIN	_____ MYRON J. WISLER

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April 16, 1971

SENATE BALLOT
YOUNGSTOWN STATE UNIVERSITY
FOR THE SCHOOL OF ENGINEERING
(VOTE FOR A TOTAL OF NOT MORE THAN 3)

<u> </u> DONALD ARNETT	<u> </u> JOHN E. PETREK
<u> </u> JACK D. BAKOS, JR.	<u> </u> JOHN F. RITTER
<u> </u> PAUL X. BELLINI	<u> </u> DUANE F. ROST
<u> </u> DAVID I. BESNER	<u> </u> HENRY P. SHENG
<u> </u> GEORGE JURI FILATOV	<u> </u> MATTHEW SIMAN
<u> </u> ROBERT H. FOULKES	<u> </u> SAMUEL J. SKAROTE
<u> </u> FRANK A. HANKEY	<u> </u> GERHARD M. STEIN
<u> </u> RUSSELL HIBBELER	<u> </u> JOHN A. STEVENS
<u> </u> MICHAEL K. HOUSEHOLDER	<u> </u> LESLIE V. SZIRMAY
<u> </u> RICHARD JONES	<u> </u> FRANK J. TARANTINE
<u> </u> JOHN L. KEARNS	<u> </u> DENNIS F. TOROK, JR.
<u> </u> CHARLES M. LOVAS	<u> </u> GILBERT R. WILLIAMSON
<u> </u> JOHN MCGINNESS	<u> </u> ALLAN J. ZUCKERWAR
<u> </u> EDWIN R. PEJACK	

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April 16, 1971

SEMITE BALLOT
YOUNGSTOWN STATE UNIVERSITY
FOR SCHOOL OF EDUCATION

(VOTE FOR A TOTAL OF NOT MORE THAN 4)

_____ ROBERT A. AMEDURI	_____ JOSEPH KIRSCHNER
_____ J. LEONARD AZNEER	_____ WILLIAM NICHOLS
_____ PETER BALDINO	_____ GEORGE R. OVERBY
_____ ANNA M. BATTIN	_____ DONALD J. RICHARDS
_____ JOSEPHINE BECKETT	_____ JUANITA RODERICK
_____ MARGARET BRADEN	_____ GEORGE SCHOENHARD
_____ CHARLES BRONSTRUP	_____ DOROTHY M. SCOTT
_____ ROBERT A. DIGIULIO	_____ CHARLES L. SMITH
_____ LAWRENCE DIRUSSO	_____ MARILYN SOLAK
_____ WINSTON H. ESHLEMAN	_____ JAMES D. STEELE
_____ DOROTHY HEYM	_____ JOSEPH SWARTZ
_____ LOUIS E. HILL	_____ CLYDE VANAMAN
_____ WILBERT HAMMACK	_____ DWIGHT WATKINS
_____ ARLAND B. IMLAY	

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April 16, 1971

SENATE BALLOT
YOUNGSTOWN STATE UNIVERSITY
FOR SCHOOL OF BUSINESS ADMINISTRATION

(VOTE FOR A TOTAL OF NOT MORE THAN 9)

_____ JOHN BOLAND	_____ T. R. RAMA KRISHNAN
_____ FRANK BRADEN	_____ ROBERT P. LACICH
_____ RALPH BURKHOLDER	_____ VIRGIL R. LANG
_____ PHILIP CHUEY	_____ PAUL E. LIBER
_____ A. RANGER CURRAN	_____ JOSEPH C. LONG
_____ ANTHONY DASTOLI	_____ MELVIN P. MAMULA
_____ YUDEHISHTER DATTA	_____ RAYMOND MEINERS
_____ LAWRENCE DAVIS	_____ CASPER J. MOORE, JR.
_____ E, TERRY DEIDERICK	_____ WILLIAM PETRYCH
_____ E. MARK EVANS	_____ DAVID S. PROVANCE
_____ FRANK FORTUNATO	_____ EDWARD T. REILLY
_____ JOHN L. GRIM	_____ EUGENE E. SCHNEIDER
_____ WILLIAM W. HANKS	_____ EUGENE A. SEKERES
_____ DONALD E. HOVEY	_____ RAYMOND J. SHUSTER
_____ VERA JENKINS	_____ WILLIAM E. WALSH
_____ MERVIN KOHN	_____ ROBERT J. WOLANIN
_____ JOSEPH KOORNICK	_____ JEROME E. ZETTS

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SENATE BALLOT APR 1 6 1971
YOUNGSTOWN STATE UNIVERSITY
FOR COLLEGE OF ARTS AND SCIENCES
(VOTE FOR A TOTAL OF NOT MORE THAN 40)

___ EVERETTE ABRAM	___ MARY ALICE BUDGE	___ LESLIE DOMONKOS
___ JAMES ADOVASIO	___ JEROME BUNNAG	___ ALFRED DONOVAN
___ TAYLOR ALDERMAN	___ JOHN BUONI	___ ROBERT DOVE
___ DOMENICO ALIBERTI	___ RICHARD BURDEN	___ PAUL DUCEY
___ JOSEPH ALTINGER	___ DORIS CANNON	___ CHRISTINE DYKEMA
___ JOHN ANTON	___ DOMINIC CAPECI	___ C, WM. EICHENBERGER
___ JOSEPH BABISCH	___ WILLIAM CARSON	___ LOUISE EINSTEIN
___ CHARLES BAIRD	___ CARL CHUEY	___ EARL EMINHIZER
___ LORRAYNE BAIRD	___ FRANK CIOTOLA	___ LARRY ESTERLY
___ WILLIAM BAKER	___ JOHN CLEARY	___ ROBERT FAIRCHILD
___ SAMUEL BARGER	___ WILLIAM COCHRAN	___ J. DOUGLAS FAIRES
___ LUBA BARNA-GULANICH	___ IRWIN COHEN	___ DALE FISHBECK
___ EUGENE BARRET	___ MARGARET CONNELLY	___ MASON FISHER
___ PAUL BECKMAN	___ SISTER MARY CONROY	___ ELMER FOLDVARY
___ RICHARD BEE	___ THOMAS COPELAND	___ SAUL FRIEDMAN
___ DWIGHT BEEDE	___ HAROLD CRITES	___ GARY FRY
___ GEORGE BEELEN	___ KATHERINE CRITES	___ HENRY FUKUI
___ DAVID BEHEN	___ JANE CUNNINGHAM	___ ALFONSO GARCIA
___ MARTIN BERGER	___ MARK CURRAN	___ CAROL GAY
___ MARILYN BILES	___ SONIA CURRAN	___ THOMAS GAY
___ WILLIAM BINNING	___ PAUL DALBEC	___ CHARLES GEBELEIN
___ EDWIN BISHOP	___ CHARLES DARLING	___ EMILY GOLDSTEIN
___ JAMES BLACHOWICZ	___ JANET De l BENE	___ STEPHEN GRAF
___ FREDERICK BLUE	___ THEO. DEMEN	___ STEPHEN GRCEVICH
___ JOHN BRENNAN	___ THADDEUS DILLON	___ MARY GUTERBA
___ ALFRED BRIGHT	___ THOMAS DOBBELSTEIN	___ PHILIP J. HAHN
___ BARBARA BROTHERS	___ GUIDO DOBBERT	___ CLYDE HANKEY
___ DEAN BROWN	___ MARY ANN DOBRICH	___ STEPHEN HANZELY

(A)

(B)
(CONT'D. NEXT PAGE)

(C)

___ MARY V. HARE	___ JOSEPH J. KOSS	___ JOSEPH MAY
___ ROBERT R. HARE	___ STEPHEN KOZARICH	___ THOMAS McCRACKEN
___ SANFORD HARPER	___ RICHARD KREUTZER	___ EDNA McDONALD
___ ANN HARRIS	___ GEORGE KULCHYCKY	___ JAMES McKEE
___ GEORGE HAUSHALTER	___ BERTINA LaBORDE	___ DONALD McLENNAN
___ MARTIN HELLING	___ LEON LAITMAN	___ MAY McMILLAN
___ JAMES HENKE	___ A. BARI LATEEF	___ JAGDISH MEHRA
___ JOEL HENKEL	___ VIRGINIA LAUGHLIN	___ HOWARD METTEE
___ LENORE HOFFMAN	___ JAMES LEPORE	___ MARGARITA METZGER
___ SALLY HOTCHKISS	___ GEO. LESHKEVICH	___ KENNETH MILLER
___ PEI HUANG	___ LESLIE LEVENTHAL	___ DONALD MILLEY
___ JOHN HUDZIK	___ RENEE LINKHORN	___ THELMA MINER
___ B. G. HULSOPPLE	___ LORETTA LIPTAK	___ WARD MINER
___ RAYMOND HURD	___ YIH-WU LIU	___ ROBERT MINNEY
___ DAVID IVES	___ NEAL LONG	___ RICHARD MITCHELL
___ WILLIAM JENKINS	___ MARY LOUD	___ EDWARD MOONEY
___ RALPH JOHNSON	___ JAMES LUCAS	___ MARGARET C. MOORE
___ ELAINE JUHASZ	___ JOSEPH R. LUCAS	___ WILLIAM MOORHEAD
___ JAMES KARAS	___ MARVIN LUKIN	___ ALBERT MORITZ
___ ASSAD KASSEES	___ DAVID MacLEAN	___ ROBERT MORRIS
___ JEAN KELTY	___ RUSSELL MADDICK	___ JAMES MORRISON
___ TAGHI KERMANI	___ INALLY MAHADEVIAH	___ NICH. MORTELLARO
___ IKRAM KHAWAJA	___ FRANK MALAK	___ ALEX MUNTEAN
___ MARY KILLOUGH	___ JOHN V. MANTON	___ GRATIA MURPHY
___ ALBERT KLEIN	___ JOSEPH MARSHALL	___ ANTHONY NEGLIA
___ JANET KNAPP	___ JOHN MARSYLA	___ ESTHER P. NIEMI
___ LELAND KNAUF	___ CLYMATH MARTIN	___ RICHARD NITSCHKE
___ MARILYN KOCINSKI	___ ALBERT MATZYE	___ DANIEL O'NEILL
___ FRIEDRICH KOKNAT (D)	___ GUS MAVRIGIAN (E)	___ PAUL PETERSON (F)

APR 16 1971

ARTS AND SCIENCES SENATE BALLOT **CONT'D.** April 16, 1971

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___ JOAN PHILIPP	___ MARGARET SCHAFFER	___ JAMES TOEPFER
___ RICHARD PHILLIPS	___ STEVEN SCHILDCROUT	___ DAVID TRABOULAY
___ BHAGWATI PODDAR	___ LAUREN SCHROEDER	___ JUDITH TRENT
___ JAMES POGGIONE	___ CAROL SCHULTZ	___ RICHARD ULRICH
___ DAVID QUINBY	___ WERNER SCHULTZ	___ HELEN Van GORDER
___ ARTHUR RADVILAS	___ LEONARD SCRIBNER	___ JOHN Ven NORMAN
___ JOYCELYN RAMSEY	___ AURORA SEBASTIANI	___ PAUL Van ZANDT
___ STEVENS REDBURN	___ ROBERT SECRSST	___ MARIO VECCIA
___ JAMES A. REEDER	___ VIRGINIA SHALE	___ JAMES VECHIARELLA
___ DAVID A. REEVE	___ THOMAS A. SHIPKA	___ TIMOTHY VESONDER
___ CHARLES L. REID	___ CHARLES SINGLER	___ PETER vonOSTWALDEN
___ LaVERNE REILLY	___ ALVIN SKARDON	___ MICHAEL WALUSIS
___ MARY RIGO	___ MORRIS SLAVIN	___ WILLARD WEBSTER
___ BRUCE T. RILEY	___ AGNES SMITH	___ MARY LOU WEDEKIND
___ SIDNEY ROBERTS	___ FRANK W. SMITH	___ LIBBY WERBNER
___ STAMAN RODFONG	___ JOHN SMYTHE	___ NELL WHIPKEY
___ HASSAN RONAGHY	___ STEPHEN SNIDERMAN	___ ANTHONY WHITNEY
___ JAMES RONDA	___ ANTHONY SOBOTA	___ JERRY WILKERSON
___ LEWIS ROSENTHAL	___ JOSEPH SOLIMINE	___ JOHN WILKINSON
___ DOMINIC ROSSEUI	___ LEONARD SPIEGEL	___ INGA S. WORLEY
___ CHESTER RUFH	___ SISTER ELIZ. STAUDT	___ RALPH E. YINGST
___ BARRY RUSSAL	___ ELIZABETH STERENBERG	___ WARREN M YOUNG
___ JAROSLAV RYSKA	___ ANTHONY STOCKS	___ BETTY ZBORAY
___ EUGENE SANTOS	___ NICHOLAS STURM	___ JOHN S. ZETTS
___ LOWELL SATRE	___ B. SUBRAMANIAN	___ LOUIS ZONA
___ ANNE SCHAFFER	___ CHRISTOPHER SWEENEY	

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(H)

(I)

NOTE: This ballot is to be placed in the envelope provided (SEALED), with the name of the voter written and printed on the outside and returned to: Vera Jenkins, Secretary of the Senate, Mailroom Box #457, by MONDAY, APRIL 26, 1971 at 4:30 p.m.

BALLOTS RECEIVED AFTER 4:30 p.m. ON THAT DAY WILL NOT BE COUNTED.