

UNIVERSITY OF DELAWARE
NEWARK, DELAWARE
19711

UNIVERSITY FACULTY SENATE
303 HULLIHEN HALL
PHONE: 302-738-2829

September 20, 1972

MEMORANDUM

TO: All Faculty Members

FROM: R. McDonough, Vice-President *R. McDonough*
University Faculty Senate

SUBJECT: Regular Senate Meeting, October 2, 1972

In accordance with Section IV, paragraph 6, of the Constitution, the October regular meeting of the University Faculty Senate will be held on Monday, October 2, 1972, at 4 PM, in Room 110, Memorial Hall.

AGENDA

- I. Adoption of the Agenda
- II. Approval of the Minutes of the regular meeting of September 11, 1972
- III. Announcements
- IV. New Business
 - A. Election of three faculty members-at-large to the Committee on Committees, one of whom shall be designated by the Senate as chairman.
- V. Old Business
 - A. Continue consideration of the report from the Committee on Promotions and Tenure relative to Promotion Procedures. (Attached to the Agenda for the regular meeting of September 11, 1972.) The motion on the floor at the time of adjournment of the regular meeting of September 11, 1972, was adoption of Section II, paragraph 3, as amended: That the results of the procedures in each case, including the reasons or justifications for the decision, be fully disclosed to the candidate in writing, and be signed by all members of the group which reviewed the application for promotion.

V. Old Business (Continued)

- B. Resolution from Professor Kramer concerning July 25, 1972, Memorandum on "Solicitation of Employees" from the Vice-President for Employee Relations. (Resolution and subject memorandum attached.)

Attachments are in the hands of your Senators. Distribution also includes one copy per each ten faculty members of each department.

RNM/dpe
Attach.

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UNIVERSITY FACULTY SENATE
303 HULLIHEN HALL
PHONE: 302-738-2829

September 22, 1972

MEMORANDUM

TO: All Senators

FROM: Robert N. McDonough, Vice President *RNM/dpe*
University Faculty Senate

SUBJECT: Addendum to Agenda for Meeting of October 2, 1972

The Executive Committee will nominate for the three faculty members-at-large of the Committee on Committees the following:
Gordon R. Bonner (Chairman), Myron Sasser, and G. Fred Somers.

NOTE: Due to production technicalities, this Addendum may have reached you before the Agenda itself.

RNM/dpe

UNIVERSITY OF DELAWARE
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VICE PRESIDENT FOR EMPLOYEE RELATIONS
124 HULLIHEN HALL
PHONE: 302-738-2106

July 25, 1972

SOLICITATION OF EMPLOYEES

The following rule covering all forms of solicitations has been in existence for many years:

"The University does not permit personal or mail solicitations or requests for contributions for charitable or other purposes including the sale of chances, lottery and raffle tickets, magazines, Christmas cards, and similar items. An exception is made annually for the United Fund Drive. Vendors of products or services are required to obtain the permission of the Director of Purchasing in order to call upon staff members."

Because of recent questions that have been raised in connection with the solicitation of University employees to join labor unions, the University's long-standing rule on all types of solicitation has been restated above.

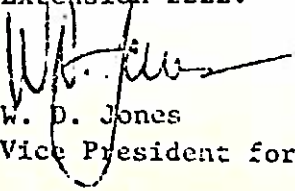
These rules are necessary to minimize intrusions into the privacy of employees, as well as to prevent unwarranted disruption of normal work activity. They apply to solicitation concerning labor unions as follows:

1. The solicitation of University employees for any purpose during their working time is prohibited.
2. Literature may not be distributed by employees in working areas.
3. All non-employees are prohibited from soliciting or distributing literature on University premises at any time.
4. Employees may not use the inter-office mail, or University telephones or facilities for union organizing purposes.

The above rules do not interfere with an employee's right to engage in union activity. Employees may discuss union matters on non-working time.

Supervisors will strictly enforce these rules, respecting, of course, the right of employees to take part in union activity that does not violate the rules.

If a non-employee refuses to stop soliciting or distributing literature in a University building, this violation should be reported to the Director of Security, University Extension 2222.


W. D. Jones
Vice President for Employee Relations

WDJ/lip

UNIVERSITY OF DELAWARE
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DEPARTMENT OF ELECTRICAL ENGINEERING
125 DUPONT HALL
PHONE: 302-738-2406

October 4, 1972

M E M O R A N D U M

TO: John S. Crawford
FROM: John J. Kramer *JJK.*
SUBJECT: My statement in support of the resolution presented at the Faculty Senate Meeting on October 2, 1972.

Many of our colleagues were deeply insensed by the July 25th memo to us from the Vice President for Employee Relations. Quite a few responded to him by letter or other means indicating their displeasure with it. Furthermore it seems that the prevailing feeling of the faculty as to what comprises an academic environment runs contrary to the ideas presented in this memorandum. I feel that we would be remiss as representatives of our colleagues if we did not take some action in response to it.

The memo is disturbing from a number of points of view:

- 1) Certainly it tilts the balance against freedom of speech if in essence it isn't an outright attack against the First Amendment. I would hate to feel that we have not learned anything about what the First Amendment is all about and a sense of interpersonal relationships since the turn of the century that we have to retreat back to the concepts of these early years in the development of, and I hate to use the expression, employee - management relationships.
- 2) Academic Freedom and the opportunity to voice our feelings on subjects that may even be very controversial in nature has always been a cherished possession of Universities. It should never be subject to the capriciousness of any one individual or small group. If we, as scholars, are not sufficiently mature to be able to analyze and then accept or reject statements or ideas that might be forthcoming to us from any group, and in an enlightened fashion, then we have no right being on this campus.

Memo to: John Crawford
October 4, 1972
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3) It is quite clear that the current Faculty - Administration relationship is a very delicate one. It has by this memo been severely strained. I have had a number of faculty tell me that it has caused them to do an about face and support the union where their previous inclination was not to do so. (This may or may not be a good thing depending on which side you are on.

This attack on the First Amendment, Academic Freedom, and a more cooperative Faculty - Administration relationship, is the reasons that I am sponsoring the resolution that you have before you. It may appear to some of you to be somewhat harsh, and indeed I feel that it need be harsh, if we are to tear down the barriers that seem to be developing between us and move ahead in an atmosphere of mutual trust and respect.

John J. Kramer

:gp

The Faculty Senate

RESOLUTION concerning July 25, 1972 Memorandum on "Solicitation of Employees" from the Vice-President for Employee Relations.

This July 25 Memorandum is a distinct threat and chill to freedom of intra-faculty expression, and has no place whatever on a university campus. A very specific Solicitation Rule--bearing on such matters as charity contributions, sales of chances, lottery and raffle tickets, magazines, and Christmas cards--is grossly misrepresented in this Memorandum as applying generally to "all forms of solicitation," with "solicitation" then further used loosely and ambiguously.

This July 25 Memorandum is not only a threat to academic freedom and to first-amendment rights; it is a threat as well to the present faculty-administration relationship. An insensitivity to this relationship--a noncomprehension of what University business is all about and of the basic idea of faculty and administration working together for the good of the University in an atmosphere of freedom--borders on irresponsibility when it shows through in official statements or other official activities.

IT IS RESOLVED AND DECLARED that this July 25 Memorandum in its entirety--in both tone and content--is unacceptable.