

Faculty committee issues statement on procedure

The special faculty committee that studied the Stephen L. Rozman case has issued a 7-page statement that both criticizes the Regents' firing of Rozman and offers suggestions for avoiding such an affair in the future.

"We are not attempting to challenge the integrity of the Board or of the Administration," the statement read. "We are, rather, attempting to demonstrate the need for defining procedures by detailing the breakdown of procedures currently used."

Written especially for the Faculty Senate Liaison Committee, the document is signed by chemistry professor Henry Holtzclaw, chairman of the fact-finding committee, and the four other professors who helped investigate the case.

"As a fact-finding committee, we felt it our responsibility to separate facts from impressions, and to base our conclusions upon the facts," the statement read. "We did so."

The Holtzclaw report was sent to the Regents on Feb. 2 and on Feb. 5 the committee discussed the report with the Board. The next day the Regents fired Rozman, "a decision incompatible with the facts as we found them" the statement said.

The committee was limited in its consideration to determination of facts, the statement pointed out. Conclusions were reserved for board consideration since this involved factors not under consideration by the committee.

"It is improper, we feel, to appoint any committee to investigate one aspect of a situation when decisions will, in reality, be based on factors not under consideration by the committee. Such an appointment merely wastes the time of all concerned," the Holtzclaw statement read.

In another criticism, the statement disputed contentions that Rozman chastised a statement made by President Joseph Soshnik during the ROTC Building occupation last May.

"We found no support for this allegation despite the fact that we repeatedly and pointedly asked the question of witnesses who were in a position to have heard if Dr. Rozman had in fact made such a statement to members of the group in the pit. We can only assume that the Board had access to substantial testimony not presented to the committee. The difficulty and the solution here seem patently obvious."

Accuracy in communication is imperative concerning important matters, the statement said. If the various groups that comprise this University community are to cooperate effectively, they must not only be honest with each other, they must appear honest.

To prevent such situations in the future, the Holtzclaw group urges the Liaison Committee to consider a number of courses of action:

-to ascertain precisely those areas in which the faculty will have not only an active role, but also a voice, in decision

making;

-to clarify the meaning of "uncooperative" and "inappropriate behavior" during negotiating sessions, and to cooperate with the administration in formulating a procedure by which a faculty member may, when possible and necessary, be clearly notified that his actions are becoming "uncooperative" or "highly inappropriate" before they are so judged;

The Holtzclaw committee also recommended that the University work to establish procedures to guarantee due process to faculty members, especially untenured teachers, whose positions at NU are in jeopardy.

More specifically the committee suggested that provisions for retaining an attorney who can impartially investigate cases and present his findings be made.

And the Holtzclaw group suggested formation of a committee composed of representatives of the Regents, the Administration, faculty and students. It would have authority, if it deemed such necessary, to conduct a further investigation, including the right to hold hearings in a manner consistent with recognized and accepted legal procedures. Recommendations of such a group would be binding.

"We feel that such a procedure would eliminate much of the embarrassment and misunderstanding generated by the necessary delay and clumsiness of present methods," the Holtzclaw group said.

Rozman's boss:

'No problem' with teaching

"We found no reason why he should not be reappointed on the basis of scholarship and teaching performance."

The speaker was Carroll R. McKibbin, chairman of the political science department and Stephen L. Rozman's immediate superior. McKibbin stated his professional support for Rozman in testimony before the Holtzclaw Committee, the group of faculty members who investigated the Rozman case.

"I, personally, as chairman of the department, I find him quite easy to work with. When

Teachers' union censures Regents

A teachers' union at the University of Nebraska at Omaha has joined the pro-Rozman ranks, labeling the Regents' action an attack upon academic freedom.

Eugene Freund, president of the local American Federation of Teachers at UNO, issued a statement on Wednesday censuring the Regents' decision to fire Stephen Rozman.

Freund said, "We deplore the action of the Regents in terminating Prof. Rozman's appointment. Their decision to nullify the faculty report is a clear attack upon academic freedom."

"We stand firmly in support of our colleagues at Lincoln in their attempt to achieve justice for Prof. Rozman and to protect the academic freedom of the institution," he concluded.

I ask him to change courses or to take a few more students or teach at a different time of the day or tell him he probably isn't going to get a very big pay increase or something he says, 'Just fine, no problem.' He's very easy to work with, a very low level of self interest," McKibbin testified.

McKibbin also said student evaluations of Rozman's courses put the now-dismissed assistant professor near the top in the department.

"We did review his professional performance, as we would anybody else, in November," the testimony read. Because of that excellent rating, and other evidence, the faculty of the department recommended unanimously to rehire Rozman for the next academic year.

The evaluation was designed by the political science department for inter-departmental use only. Figures revealed that in each of his three classes, over 80 per cent of the students rated Rozman outstanding or good. In his largest class, 54 per cent rated him outstanding.

Rozman has a strong rapport with students and many of them feel he represents their interests, McKibbin told the Holtzclaw Committee.

"I think that is useful, and Steve has an identity with some students that you don't find very many faculty members that they feel that they can identify with. . . he appeals to students that otherwise might not have any, or few links with the faculty, so in that connection I think

that perhaps he is of some value to the University."

McKibbin was asked if Rozman used the classroom for proselyting. He said he had heard of no specific instances but, when the subject of Vietnam is discussed, students thoughts are pretty strong and "from what I can gather it doesn't interfere in the classroom."

Regarding Rozman's academic ability, the final report to the Board of Regents from the Holtzclaw Committee said: "He is seen by his colleagues as professionally competent, and by his students as a fair and dedicated teacher."

Special meeting

A special faculty meeting, called by the Faculty Senate Liaison Committee, will be Monday at 3:30 p.m. at Kimball Recital Hall.

"The meeting is for the purpose of consideration of the Regents' actions in the Rozman case and any resolution, pertinent thereto, which may be offered at that time," according to Wallace C. Peterson, professor and chairman of the department of economics who issued the meeting call.

Norman J. Rosenberg, professor of horticulture and forestry, has returned from an out-of-town trip and, in his capacity as chairman of the Liaison Committee, will preside over the Monday afternoon meeting.

President Joseph Soshnik will attend the meeting and answer questions regarding the issue, Peterson said.

In order for more faculty members to have the opportunity to attend the special meeting, the Faculty Bowling League has canceled its Monday afternoon meeting, according to a spokesman for the group.

YAF circulates petitions supporting Regents' action

The Young Americans for Freedom, a conservative student organization on campus, has begun a petition drive to show support for the action taken by the Board of Regents in not rehiring Stephen L. Rozman, assistant professor of political science.

"The actual purpose of the petition is to clearly show the Regents, Legislature and people of Nebraska that the majority of University students are attending college to obtain an education and not merely to participate in a seemingly endless round of sit-ins, fasts and abortive strikes," commented Terrell R. Cannon,

"The petition is also meant

to show those semi-professional activists seeking a repetition of the tragic strike of last spring that the majority of students is simply not on their side," Cannon, a University student, said.

The petition reads: "We, the undersigned members of the University community, strongly affirm our support of the decision of the Board of Regents not to rehire Dr. Stephen Rozman."

Petitions will be available at the YAF booth in the Nebraska Union during the coming week. They also will be circulated through the living units by YAF members, Cannon said.



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