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CAVEAT

VOLUME X No. 4 Golden Gate University School of Law

January 13, 1975

ADMISSIONS COMMITTEE

This year's admissions committee will be forming soon. Interested students should contact Pat Ostini, Admissions Officer, for more information. The committee reviews all applications for Fall 1975 and makes the determination of who will be in next year's entering class.

SPECIAL EDITION

A SPECIAL EDITION of CAVEAT will be coming out tomorrow, Tuesday, January 14.

It will contain the results of the SBA sponsored Student Evaluation Survey.

BRC SCHOLARSHIPS

GGU has three full BRC scholarships to award. We need a committee to award them. Persons on the committee should be graduating seniors, day or night, and from any group within the school (NLG, Women's Association, SBA, Law Review, Caveat, Moot Court, etc. We would also like one at-large person and one minority representative. A total of four or five people are needed. If interested, contact Mark Sheppard (668-7136), Dave Grappo (652-2864), Judy Browne or leave a note in the PAD box in the faculty office. We need a committee before we can grant the freebees. Applications for the scholarships will be out shortly.

ABA Family Law Essay Contest

The 1975 Howard C. Schwab Memorial Award Essay Contest is open to second, third and fourth year students. First prize is \$500, second is \$300 and third is \$200.

Each contestant may select any aspect of family law and while there is no official limit, 3,000 words is suggested length. Essays scheduled to be published or published essays are not eligible.

Entry forms may be obtained from; Howard C. Schwab Memorial Award Essay Contest, Section of Family Law, American Bar Association, 1155 E. 60th St., Chicago, Ill, 60637. Entries must be submitted by April 15.

EVALUATIONS

Bob Baker

The purpose of this article is to explain the purposes of the Evaluation Committee and the procedures it follows. First of all, the Evaluation Committee is really two committees, the Working Committee and the Full Committee. The Working Committee is composed of three students (Ginny Irving, Bob Baker and Marcia Meyers), two faculty members (Jim Smith and Larry Jones) and the Dean (Judy McKelvey). The Full Committee is made up of the above mentioned students plus all tenured faculty members. The Working Committee is actually just a subcommittee of the Full Committee.

The purpose of the Evaluation Committee is to make decisions on:

1. promotion
2. renewal of contracts of untenured professors
3. the granting of tenure.

Promotions are normally determined by the length of time a professor has been with the University, and the amount of teaching and practical experience the professor had before coming to GGU. Promotions do not guarantee a salary increase; but, instead, are basically measures of prestige. Professors can be originally hired at any rank.

Retention and tenure decisions are normally made by considering a variety of factors. GGU regards teaching performance and ability as the most important of these factors. The primary method that the Committee uses to determine a professor's teaching ability (and how well she or he lives up to that ability) is through the student evaluations. Both the numerical scores and the comments are thoroughly analysed. In addition, in all tenure situations and where non-renewal of a contract is deemed a possibility, the student evaluations are supplemented by faculty evaluations. These are conducted by having several faculty members (one or two at a time) sit in on classes taught by the professor; generally with two or three days, at a minimum, advance notice. Since faculty members are aware that there are a variety of

teaching methods, their evaluations most often relate to teacher preparation, knowledge of subject matter, responsiveness to student questions rather than to teaching method. In addition, the letters and statements of individual students to committee members are also used to help determine teaching performance.

Other factors considered are the amount of energy put into the school, the effect the professor has on the reputation of the school, rapport with and availability to students outside of the class, ability to work with other professors, and amount of publication. The primary factor is, however, teaching performance and ability; and that is primarily determined by the student evaluations.

The standard for non-renewal of a contract is that a professor be found to be an affirmatively bad teacher by both the students and faculty evaluations. The standard for tenure is that a professor have affirmatively good student and faculty evaluations.

The Board of Trustees has established certain rules as to renewal of contract and tenure. These rules follow the requirements of the American Association of University Professors. A first year teacher must be notified by March 1 if his or her contract will not be renewed for the following year. A second year teacher must be notified by December 15 if his or her contract will not be renewed for a third year; and by July 1 if not to be renewed for a fourth year. After the second year, at least one year's notice is required. The rules also state that after receiving three successive annual contracts while holding the rank of Associate or Full Professor at Golden Gate, a full time faculty member shall, if reappointed, either:

1. receive a continuous contract (tenure); or
2. Be awarded one additional annual contract after which he or she shall not be eligible for a continuous contract or for further annual contracts as a full-time faculty member.

In any case, this decision must be made during the sixth year as a professor at GGU, even if it is not the third year as an Associate or Full Professor.

Mechanically, questions are initially considered by the Working Committee. The Working Committee can make a decision which is reviewable by the Full Committee, or it can defer making a decision until the Full Committee can meet. In practice, the latter has always been the procedure followed. Each member of the committee has an equal vote. For the past two years, at least, a decision to either grant or deny tenure has required a 2/3 vote. If 2/3 can not be found to support either position, the question remains unresolved and new evidence is sought is an attempt to break the deadlock. In cases of retention, however, only a simple majority is required to deny renewal of a contract. Renewal is automatic if there is not a majority opposed to it. The Working Committee has final say on all questions of promotion, as opposed to tenure and retention. Finally, it should be made clear that at times when it appears that a faculty member is going to be denied tenure or not retained, the full Evaluations Committee invariably spends several hours (spread over several meetings) deliberating over the question. During these deliberations, all the factors, pro and con, are laid out on the table for discussion. In addition, the faculty member is given an opportunity to make a presentation to the committee to support his or her case.

Because of the sensitive nature of what is discussed in Evaluation Committee meetings, these discussions are theoretically held to a high standard of confidentiality. This is felt, by faculty members, to be necessary because of the possible adverse affect on a professor's career and to avoid personal embarrassment. Whether or not this confidentiality is correct, it is a condition for allowing students to participate on the Committee.

CALENDAR OF STUDENT EVENTS

Tuesday, January 14, Noon
Room 203

Student members of Evaluation Committee to meet with interested people to discuss recent actions taken by that Committee.

Thursday, January 16, 6:00
First SBA meeting of semester

Mid-February
SBA officer and student representative elections.

NLG NOTES Cynthia Spinola

FEBRUARY CONSPIRACY LAYOUT is scheduled for 10am Sat., Jan. 18 and noon Sun., Jan.19 at 558 Capp St. San Francisco. Any assistance will be appreciated.

GGU CHAPTER POTLUCK DINNER has been scheduled for 7pm, Sat., Jan. 18 at 855 Cole St., SF. Plans for future Chapter activities will be discussed.

REGIONAL EXECUTIVE BOARD MEETING at 8pm, Jan. 22, 1256 Market St., SF.

REGIONAL NLG LUNCHEON, sponsored by GGU on Fri., Jan. 24 in Room 207. Local Attorneys and legal workers have been invited to attend.

BAY AREA REGIONAL CHAPTER MEETING on Feb. 5. Two things to be discussed: election of the executive board for this year; discussion of whether the Guild should have a summer project with the Farm Workers.

GUILD LABOR COMMITTEE MEETING at 7:30pm on Jan. 29 at 1263 El Camino Real in Mento Park.

NATIONAL EXECUTIVE BOARD MEETING on Feb. 14-17 at Hastings Law School, SF. A conference on racism has been scheduled to take place in conjunction with the meeting.

San Francisco Consumer Action

Right up the street from GGU, at 312 Sutter St., is the home of SFCA, one of the best known and most effective consumer action groups in the country. Most of the work done at SFCA is through volunteers and there is always an endless array of projects to work on. Some of the current projects include:

- Releasing findings on Product Safety in S.F. stores
- Participating in a law suit to allow prescription drug price advertising.
- Compiling a Consumer Complaint Resolution Handbook for Calif.

If you want to do something which will help you relate the law to reality, especially in the area of consumerism, a project at SFCA might be just the thing. Currently needed are people to help draft and research legislation to recommend to the State Dept. of Consumer Affairs. The amount of time and energy put into a project is entirely up to the volunteer, and the dynamic atmosphere and accomplishments of SFCA make the work seem like fun. The person to contact if you would like to volunteer some time or just to see what's going on is Tom Knutson at SFCA: 982-4660 (Monday, Wednesday, or Friday.)

FEDERAL LAW JOB OPPORTUNITIES LISTED

The ABA has published a book cataloging law job possibilities with the federal government.

Entitled "Federal Government Legal Career Opportunities," it describes briefly the anticipated job openings, type of work, location, qualifications and how to apply.

A copy may be purchased by sending a check for \$3 to: Circulation Department, American Bar Association, 1155 E. 60th St., Chicago, Ill. 60637 Peter Borromeo, Law Placement Center, also has a copy.

Age Limitation on State Scholarships Dropped

A measure which eliminates the provision that candidates for State Scholarships be under age thirty has become law.

The legislation (Assembly Bill 3514) will increase educational opportunities for many Californians who did not have a chance to attend college in their younger years. This includes many women who postponed their education while they took care of their young children and other people who were forced by circumstances to delay their education while they supported themselves and their families.

California State Scholarships are given on a competitive basis to those students who demonstrate a need for financial

assistance. Recent studies show a sizeable percentage of students on college campuses are over age thirty. Assemblyperson Berman, the Bill's author, has said, "With the enactment of this bill, those over thirty will no longer be discriminated against in this scholarship competition."

SKIING

Peter Smith would like to find out if there is enough interest in a snow trip for the first week of March (Semester Break) to warrant getting a bus, making reservations, etc.

Interested people can call Peter at 566-7598 or leave a note in Locker #465.

Students interested in working on CAVEAT staff or contributing articles can contact the editor, Kathy Henry, by leaving their name and phone number in CAVEAT mailbox in the Faculty Center.

Views expressed in CAVEAT are not necessarily those of the law school, nor of the Student Bar Association.

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