



HARVARD UNIVERSITY

OFFICE OF THE SECRETARY
17 QUINCY STREET

CAMBRIDGE, MASSACHUSETTS

June 30, 1980

SIR,

I beg to inform you on behalf of the University and the
Dean of the Faculty of Arts and Sciences
that you are appointed

Associate of the Harvard College Observatory

to serve from April 1 through June 30, 1980 subject
to the Third Statute of the University (*overleaf*).

Your obedient servant,

Secretary to the University

Basilis C. Xanthopoulos

STATUTE 3. OFFICERS AND STAFF OF THE UNIVERSITY

The President, and Officers of the University to whom the President shall have delegated authority, shall appoint persons to carry out the work of the University. These persons shall constitute two groups:

1. Officers of the University comprising the teaching and professional and administrative staff; and
2. Supporting Staff comprising the office, technical and service personnel.

In certain cases, as specified from time to time by the Corporation with the consent of the Overseers, appointments shall require the approval of the Corporation and the consent of the Overseers.

Professors and associate professors are appointed without express limitation of time unless otherwise specified. All other Officers are appointed for a specified term, or for terms of unspecified duration subject to the right of the University to fix at any time the term of such an appointment.

All Officers who hold teaching appointments, as defined from time to time by the Corporation with the consent of the Overseers, are subject to removal from such appointments by the Corporation only for grave misconduct or neglect of duty. Officers who hold professional or administrative appointments are subject to removal from such appointments by the Corporation for grave misconduct or whenever, in its opinion, their duties are not satisfactorily discharged.

Officers are subject to the following rules concerning retirement, and to other rules not inconsistent herewith from time to time in effect. Officers holding teaching appointments will ordinarily retire at the end of the academic year in which they reach the age of sixty-six, subject to such exceptions as may be approved by the Corporation. Officers holding professional or administrative appointments will retire at the end of the academic year in which they reach the age of sixty-six, except when authorized to continue by resolution of both Governing Boards, and in no event shall any such continuation extend beyond the completion of the academic year in which they reach the age of seventy. The Corporation may require the retirement of any Officer at any time because of ill health or disability which materially affects the performance of that Officer's duties.

The President shall establish policies setting forth the conditions of employment of the Supporting Staff.

The Corporation may from time to time with the consent of the Overseers adopt rules and procedures to carry out the purposes of this Statute.