

The University Senate met in regular session at 3:00 p.m., Monday, March 11, 1974, in the Court Room of the Law Building. Chairman Smith presided. Members absent: Lawrence A. Allen, Harry H. Bailey*, Harry Barnard, Charles E. Barnhart, Robert P. Belin, Robert S. Benton*, Ben W. Black*, Chris Boerner, Peter P. Bosomworth*, Robert N. Bostrom, Thomas W. Brehm*, Charles L. Brindel, Sam Brown*, Herbert Bruce*, John M. Bryant*, Collins W. Burnett*, Jean D. Charron*, Charles Conner, William B. Cotter, Clifford J. Cremers*, M. Ward Crowe, Thaddeus B. Curtz, Patrick P. DeLuca*, John L. Duhring, Anthony Eardley, William W. Ecton*, Roger Eichhorn*, Robert O. Evans*, Claude Farley, Juanita Fleming*, Lawrence E. Forgy*, James E. Funk*, William Gates, John G. Gattozzi, Milton E. Gellin*, Ward O. Griffen*, George W. Gunther*, Jack B. Hall, Joseph Hamburg, J. Merrell Hansen*, George W. Hardy*, Louis Hicks, Ron Hill, Raymond R. Hornback, Charles W. Hultman*, Raymon D. Johnson, Irving F. Kanner*, William F. Kenkel*, E. Barrie Kenney, Don Kirdekall*, Robert A. Kuehne, David L. Larimore*, Arthur Lieber, John H. Lienhard*, Cynthia Link, James W. Little*, Susan A. McEvoy*, Marion E. McKenna*, Mary E. Minter*, William G. Moody*, Alvin L. Morris*, Vernon A. Musselman*, Arthur F. Nicholson, Robert C. Noble*, Jacqueline A. Noonan*, Paul Oberst, Elbert W. Ockerman*, James R. Ogletree*, Thomas M. Olshewsky, Harold F. Parks*, David Peck, Daniel R. Reedy*, Donald E. Sands, William Shanks, Otis A. Singletary*, A. H. Peter Skelland, David Spaeth*, Robert H. Spedding*, Susan Sprague, William J. Stober, Andy Strickland*, Joseph V. Swintosky*, Lawrence X. Tarpey*, William C. Templeton*, Paul A. Thornton, Leonard Tipton, Jacinto J. Vazquez*, Harwin L. Voss, M. Stanley Wall, Daniel L. Weiss*, Bruce H. Westley*, Rebecca Whitis, Leslie K. Williamson, Paul A. Willis, Constance P. Wilson, Miroslava B. Winer*, Ernest F. Witte*, Robert Yeager, Fred Zechman*, Robert G. Zumwinkle*.

The minutes of the regular meeting of February 11, 1974 were approved as circulated.

On behalf of the College of Engineering and the Department of Mechanical Engineering Dr. T. R. Robe presented the following Resolution on the death of Professor Karl Lange and directed that it be spread on the minutes of this meeting and that copies be sent to the family of Professor Lange. Following the reading of the Resolution the Chairman asked the Senators to stand for a moment of silence in tribute and respect to Professor Lange.

KARL OTTO LANGE

Karl Otto Lange, recently retired Professor of Mechanical Engineering and Director of the Wenner-Gren Research Laboratory, died November 29th, 1973. He is survived by his wife, Elizabeth, and his two sons, Karl and Stephan. Born and educated in Germany, Karl obtained his doctorate at the Darmstadt Institute of Technology. He came to the United States in 1931, at the invitation of the Massachusetts Institute of Technology, to direct a program of upper atmospheric research. He later served as a research meteorologist at Harvard University before joining the University of Kentucky in 1946. A pioneer and recognized authority in the field of Aeronautics, his career spanned the development of manned flight from balloons and sailplanes to rocket flights into outer space. In the area of Medical Engineering his work resulted in international recognition of the University of Kentucky as a research center for gravitational effects on biological systems. His development of the Harvard Radiosonde and the Lange Skinfold Caliper, both of which are on display at the Smithsonian Institute, are typical of his contributions to instrumentation. The accomplishments of his many students and the research and training programs which he helped to establish will continue to complement his distinguished career.

*Absence explained

The University of Kentucky, in bestowing its highest honor on one of its own, awarded Karl the honorary degree of Doctor of Science in 1972.

Aside from a lot of hard work, Karl's success stemmed from a discipline of intellect by which he cut through extraneous detail to examine the heart of a problem. This quality, coupled with his charm and wit, inspired his students and colleagues to meet his demands of excellence in their work.

He was, beyond these qualities, an enormously colorful person. On his face he still wore the "Schmiss," or dueling scars, of one of the notorious German dueling fraternities at Darmstadt. During the late 1920's he coupled his meteorological studies with glider flying in Germany. In this pursuit he encountered such early aerodynamic notables as Antony Fokker, and Ludwig Prandtl. His permanent move to the United States was made in the early thirties because he was quick to recognize the direction in which Hitler was to lead Germany. He was a man who used his personal freedom very well, and he prized it too highly to stay.

During the 1930's he was associated with the famous aerodynamicist Theodore von Karman on the design, not of an airplane, but of a windmill. The notion of going back to windmills for power was then decades ahead of its time. Nothing came of it then, but now we're returning to the idea. Shortly after he took over the Wenner-Gren engine laboratory his work appeared on the cover of Life magazine - a man's face outlined in black and white bands. He had evolved an optical method for designing space masks, and indeed turned the laboratory into a leading facility for biomedical research.

It was this way with everything Karl did. He made things take on new dimensions. He could see around the corner. He brought along a sense of humor and new twist. We, his colleagues, enjoyed knowing him and derived a great deal from our association with him. We want his family to know this, and we want to move that this brief tribute be included in the minutes of the University Senate.

The Chairman made the following announcements and gave a summary of Senate Council activities since the last report given at the February 11, 1974 meeting.

As you will remember, we changed the structure of the Senate last year. We now have some 14 committees, several of which have anywhere from three to seven subcommittees. Further, we have a requirement that those committees be able to get their reports and recommendations for action to the floor of the Senate expeditiously with or without the approval of the Senate Council.

In addition to the items before us today we have already scheduled for one of the two remaining Senate meetings action on the Krislov Report; the required report of the Academic Ombudsman; a complete set of Charges to all of these standing committees that are going to the Rules Committee and will come back to you; and action recommendations from some half of those 14 committees. It appeared to the Council that the only way we could possibly accomplish these requirements was by a special meeting. In addition to the announcement here, of course, we will circulate an announcement.

May I also remind you again that the Third Annual Recognition Dinner will be held on Monday, April 8. That is the same date as our regular Senate meeting. The dinner will be held at the Continental Inn. There will be a reception with a facility nearby where, for \$1.00, you can refresh yourself beginning at 5:30 and extending to approximately 7:00. The formal activities of the dinner will begin at 7:00 and hopefully will terminate by 9:00. As you may remember from the circulation, there are some 70 people retiring from this institution, many of whom are people who have been extremely active in the Senate and throughout the campus.

I have been asked to announce to you, and encourage your participation in, a special program sponsored by the Woman's Club. Specifically, the U.K. Woman's Club is sponsoring a special blood donation program which will be this Wednesday from 3:00 p.m. to 8:00 p.m. at the Newman Center. You can call and make an appointment ahead of time if you wish and it is arranged so that the credit for the blood donated will go to the University-wide student-staff pool that has been established. Also, if you give one pint of blood, that entitles you to credit for all the required blood for four people anywhere in the United States for one year. So it counts two ways: to your own benefit and to the benefit of the student body.

I would also announce, since we have received queries, that the Search Committee to find next year's Ombudsman, has been appointed and you will be receiving things in the future. The Chairman of that Committee is Professor Raymond Cox, Department of Mathematics.

There are a number of Council activities which have not reached the floor yet but which will give you some indication of what is forthcoming and I might list them briefly.

We have received from the College of Pharmacy a proposed Student Honor Code which has been referred to Committee for consideration. Last month we completed the last of the Charges to the standing committees of the Senate and they will be coming to you. We are attempting a new approach in expediting the University's consideration of various activities. We have established, with concurrence of the Undergraduate and the Graduate Councils, a joint study group composed of three members from each of the three Councils which is going to attempt to expedite consideration by those bodies of various matters relating to the Southern Regional Association's Standard Nine changes. With any luck, we may get them to you this spring. If not, they will be presented in the fall. We are in the process of attempting to arrange an appropriate liaison procedure to keep the Senate knowledgeable and ready to act on the Arts and Sciences reorganization.

We have approved and circulated and sent to the Board, and the Board has approved, a new degree program, Bachelor of Science in Landscape Architecture. This is a professional degree and therefore will have to go to the Council on Public Higher Education.

We have approved changes in the program for the Master of Science in Educational Psychology and Counseling, and for the bachelor's degree in Nursing. We have become aware that there are a number of problems with the Rules of college faculties. Either they are not on file or there are some discrepancies between those rules and the Governing Regulations and the Rules of the Senate. Appropriate steps are being taken to explore those matters and to attempt to get everybody working in the proper fashion.

We raised a question with Vice President Zumwinkle concerning the reports in the student newspaper relating to student grades. We have received a report back from Vice President Zumwinkle in some detail outlining that situation and we will continue to take appropriate actions and to review that report in the near future.

We have held several meetings concerned with Experiential Education and special teaching activities and defined a particular area of interest and concern and this has been submitted to the appropriate committees.

We have had a discussion and met with one of our Deans concerning the question of associate degree programs and certificate programs being offered within the University System as opposed to the Community College System.

In addition, we have received, as I mentioned earlier, committee reports from the Academic Facilities Committee, with four recommendations; Admissions and Academic Standards with four or five recommendations; Rules; Teaching, Learning and Advising; Community Colleges; etc. So you have enough to keep you busy.

There is one final request that comes from all of us up front. When we make recordings of this meeting we do it with a microphone that is hanging on the podium. For some of you who rise in the back of the room or halfway up, face the back and speak to yourself the microphone will not pick up what you have to say. We ask that you face the front and speak as loudly as possible so that, hopefully, we can get it down. We have had a number of criticisms about not having an appropriate indication in the minutes of the sense of discussion on the floor of the Senate and the problem is that we can't take shorthand or record the thing if we can't hear it. If you have extensive comments to make, feel free to come to the front and use the microphone.

Chairman Smith recognized Professor Joseph Krislov, Acting Secretary of the Senate Council, who presented the following motion to the Senate:

The Senate Council moves that the Rules of the University Senate, Section I-7, sub-section 3.13, concerning election of officers of the Senate Council, be amended, effective immediately, by making the additions and deletions indicated in the circulation dated February 26, 1974 which read as follows:

3.13 Officers

The officers of the Senate Council shall consist of a Chairman, a Chairman-elect and a secretary. The Chairman shall hold office from January 1st to December 31st, shall preside at Council meetings, and shall be responsible for the operation of the Senate Council office. The Chairman-elect and Secretary shall be elected at the first or second Council meeting in March. The Chairman-elect shall assume the duties of the Chairman in his or her absence, and shall succeed to the office of chairman on January 1st or at any time that the office becomes vacant. The secretary shall serve for a term of one year or until a replacement is elected, shall keep the minutes of the Council meetings, and shall present Council recommendations to the University Senate for action. If for any reason the office of Chairman-elect or Secretary should become vacant, the Council shall act as soon as possible to elect a replacement.

The University Senate approved this motion as presented.

Chairman Smith recognized Professor Krislov who presented the following motion.

On behalf of the College of Arts and Sciences and the Senate Council, I move the following which was circulated under date of February 26, 1974:

The University Senate recommends to the President for transmission to the Board of Trustees an amendment to the Governing Regulations by insertion of the following paragraph at the end of Part VII, Article Four, page 21:

A Faculty may delegate by rule a defined part of the determination of its educational policies to an assembly of the college, which shall consist of the faculty and designated student representatives. The number of students voting and the method of selecting these students shall be determined by the rules of the College.

The Senate approved this motion as presented.

Chairman Smith recognized Professor Krislov who presented the following motion:

The Senate Council moves that the three recommendations from the ad hoc Committee on the Status of Graduate Students (Lowitt Report), approved by the Graduate Council and circulated under date of February 25, 1974, be approved and submitted to the President for implementation.

These three recommendations are:

- 1) Teaching and research assistants shall maintain satisfactory academic records and progress toward their degrees, and their assistantships shall be terminated if their academic progress is not satisfactory.
- 2) Teaching and research assistants who are candidates for a Master's degree shall serve no more than a maximum of three years without completion of their degree requirements.
- 3) Doctoral candidates who are teaching or research assistants shall have served not more than four years without successfully completing their qualifying examinations.

Question was raised of whether "doctoral candidates" in 3) above was intended to mean doctoral candidates who are post-master's candidates. Following interpretations from the floor, the chairman responded that it was his understanding that it was the intent of the Committee that "doctoral candidates" applied to anyone who is a normal full-time or typical part-time candidate under the generally accepted definition of full-time or part-time candidate.

Question was asked of where these recommendations would appear. Chairman Smith responded that technically, these three recommendations are conditions of employment and they would be submitted to the President to be issued either as a part of the Administrative Regulations of the University or by appropriate memorandum from the President's Office.

Motion was made from the floor that recommendation 3) be modified to substitute the word "students" for the word "candidates".

On question of how one defines "doctoral student" Dean Royster responded that the Graduate School interpreted this to mean that a student should not be hired as a teaching assistant or a research assistant for more than four years without his having shown that he is making enough progress toward the doctoral degree, by having taken the qualifying examinations.

The Senate voted affirmatively to accept the motion on the floor to substitute the word "students" for the word "candidates".

Following short discussion of the interpretation of recommendation 1) above, motion was made to amend the motion to substitute the words "shall not be renewed" for the words "be terminated". The Senate approved this motion.

The Senate then voted to approve the main motion on the floor, as amended twice, for recommendation to the President for implementation. The three recommendations as amended and approved read as follows:

- 1) Teaching and research assistants shall maintain satisfactory academic records and progress toward their degrees, and their assistantships shall not be renewed if their academic progress is not satisfactory.
- 2) Teaching and research assistants who are candidates for a Master's degree shall serve no more than a maximum of three years without completion of their degree requirements.
- 3) Doctoral students who are teaching or research assistants shall have served not more than four years without successfully completing their qualifying examinations.

Chairman Smith recognized Professor Krislov who presented the following motion:

The Senate Council and the Senate Committee on Academic Organization and Structure move that the Senate approve and submit to the President for transmission to the Board of Trustees, the recommendation concerning the expansion of the Joint Graduate Residence Center in Louisville circulated under date of February 28, 1974.

Upon determination that a majority of the Senators had not received this circulation the Chairman declared the motion to be illegal. He stated, however, the need for this particular item of business to be acted on by the Senate at this meeting and asked the Senate to waive the Rules and permit the motion to be placed on the floor for action. The Senate voted to waive the Rules and consider the motion. The Senate then approved the motion which had been read to them as follows:

Recommendation: That the Joint Graduate Residence Center presently approved for use with Teacher Corps Program in Louisville be extended to facilitate additional cooperative program efforts in Graduate Education offered by the faculties of the Colleges of Education of the University of Louisville and the University of Kentucky.

A Senator raised the question of whether the Senate had voted on the main motion pertaining to the three recommendations from the ad hoc Committee on the Status of Graduate Students (Lowitt Report). Upon determination that the Senate had acted on that motion, a motion was made to reconsider that action.

In giving reason for the Senate to reconsider its action the Senator cited a hypothetical case of a student with a year's appointment in an assistantship failing his courses in the first semester of that year and being permitted to continue in his assistantship for the remainder of the year. He took the position that the student should not be permitted to complete his year's appointment following his failure in the first semester and that the assistantship should be terminated at that point.

By the required majority vote the Senate defeated the motion to reconsider its previous action on the three recommendations of the Lowitt Report.

Chairman Smith stated that the next item of business was that of continued discussion only of the Krislov Report which had been on the agenda of the February 11, 1974 meeting for discussion. He stated that the Senators should have received some background material containing appropriate portions of the Governing Regulations and Administrative Regulations dealing with appointment, promotion, and tenure which it had asked for; and that this information was mailed to them under date of March 4, 1974. He directed that the Recommendations be considered one at a time and that the Senate complete its deliberations on one Recommendation before moving on to the next. He reminded the Senators that under the Rules they might propose amendments and they could be discussed but that they could not be voted on and passed. He reported that the Council had received some three or four communications from individuals and they were available and could be read to the Senate if requested.

Chairman Smith then opened the floor for discussion of Recommendation #1 -- Prior Service Rule.

Recommendation was made by Dr. Wagner that paragraph (1) be amended to insert in the fourth line between the words "chairman" and "and the dean" the phrase "the Committee on Appointment, Promotion and Tenure" and to add an additional sentence to read: "Normally, the review by the Committee on Appointment, Promotion and Tenure should be made as early as possible in the consideration of an applicant, preferably before and/or during the interviewing procedure."

Dr. Sears asked which committee on Appointment, Promotion and Tenure Dr. Wagner was speaking about. He reminded the Senate that the one for the University which formerly consisted of the Chairmen of the Area Committees no longer existed. Chairman Smith replied that at the time the Report was written the reference was to the collective group known as the Senate Advisory Committee on Appointment, Promotion and Tenure which was composed of the chairmen of the seven area committees; that technically this body no longer exists but that by implication in this report it would be reconstituted for this purpose alone.

Dr. Mandelstam stated that he would support the changes introduced by Dr. Wagner.

Dr. Goldman stated that he did not support the proposed change; that he continued to have concern for the ability of the candidate for appointment to be able to make a determination of whether he wants to have his tenure period lengthened beyond the AAUP standard. He then proposed the following amendment to add a fourth paragraph to Recommendation #1.

- (4) In the case of (2) above the faculty member shall, one year from the date of the contract of appointment, have the right to reinstate all or part of the period of prior service which was eliminated from consideration in determining the period of tenure review. Such reinstatement must be by signed letter to the Dean submitted through the department chairman.

Chairman Smith read to the Senate that portion of the Senate Rules dealing with discussion only topics which is ". . . In addition, amendments may be submitted in writing to the Senate Council by any two members of the Senate for distribution with the agenda of the meeting in which action is to be taken. . . ." He said that the two amendments which had been proposed would be made a part of the agenda at the next meeting in which action is to be taken provided the proposed amendments were submitted in writing by two members of the Senate.

Professor Rudnick stated that one disadvantage in Dr. Goldman's proposed amendment was the budgetary implication; that this would be a very unilateral kind of decision when the faculty member is given the right to change his mind but the University would not have a similar right.

Dr. Gabbard stated that with reference to (3) he would prefer to see the Committee review be deleted altogether; that he thought the system presently in operation for appointments, and the determination of the probationary period, worked quite well; that he thought it was an honest operation and that it should be continued and whatever improvements needed to be made should be made in the present system; that he thought the proposals made thus far only complicated matters.

A Senator asked if this recommendation was taking away the rights of the individual to be reviewed if he chose not to have his three years of prior service at another institution counted here. Would he have to wait, say seven years before he could be reviewed?

Chairman Smith responded that there was nothing in the regulations that dealt specifically with the question of a non-tenured faculty member having the right to request to be reviewed; that one could request to be reviewed at any time; that it could go seven years. He stated that the problem this issue addresses itself to is the requirement in the Administrative Regulations and Governing Regulations that a faculty member be given credit for up to three years of prior service; that after that, since one has a maximum of seven years, if one allows the usual 18 months for review, there would be only two and one-half years in which to consider someone. He stated that if one chose to waive the regulation, it was his understanding of the recommendation that under the proposed system one would have anywhere from zero up to the five and one-half or six years regardless of prior service.

A Senator stated that he supported Dr. Gabbard's position and thought the Committee on Appointment, Promotion and Tenure should be eliminated from Recommendation #1, (1); that the faculty and the department chairman in his

area have the opportunity to consider all of these questions, and if there was any need for this committee to make considerations in other areas, he would like to hear those areas speak up.

Professor High asked Dr. Krislov or any member of the committee the reasons behind submitting this for review.

Dr. Krislov responded that the reason was very simple and straightforward. A minority of the committee believed that the review was necessary because in a tight labor market, it was quite possible that candidates may agree to stipulations that might be harmful to themselves and might, in turn, cast some doubt on the credibility and honesty of the University. He stated that the majority of the committee disapproved of this. After discussion with the President, the Senate Council further discussed the issue and what the Senate has before it is the recommendation of the Council, namely, that some review should be available in order to insure the lack of any harm being done to the candidate or the University.

Professor Just asked why the committee selected the Committee on Appointment, Promotion and Tenure instead of the Area Committee. He stated that he thought someone in one given area trying to talk to all the area committees would not produce meaningful input to understand a person's problems and that a more appropriate committee to understand the problems in a given area would be the area committee.

Dr. Krislov responded as follows:

I think it is fair to say that this is a thorny problem. The minority of the ad hoc committee wanted to place this responsibility in the Privilege and Tenure Committee. They quickly indicated that they did not want the responsibility. The Committee on Promotion, Appointment and Tenure does not meet very regularly so they did not have an option to indicate their opposition. If I were discussing who should do this, I would prefer to have one committee do it because it seems to me that the problems involved will be very similar. The fact that someone is an English instructor or someone is in Medicine won't make too much difference. One committee would be in a better position to do what we want it to do than a whole series of committees. I agree with your general remarks that it is difficult to define precisely who can do this best.

Professor Goldman then made the following remarks:

I think it is important that we do not lose sight of what is being done if this recommendation is adopted. We are talking here about, in effect, violating a principle that the University has adopted -- the AAUP standards for the time limits on the decision of tenure. The reason for the time limits is not simply to have some kind of initiation rite that one goes through at a certain point in his or her career. There are values, both for the individual, and for the faculty's collective interest, in having these time limits. Most of us, and perhaps all of us, have had the experience of having colleagues who were not tenured, very obviously withhold, in terms of their full participation, in controversial faculty matters because of that sense of insecurity, whether there was any justification on their part or not. This fear that these same people, or some of these

same people who are having this dispute, are going to be voting on their future security has an inhibiting effect on some people. And we have, I think, a collective interest, to make a determination on job security so that we can gain the benefits of colleagues who are full participants in the legal matters of a faculty. Therefore, I think the faculty has a collective interest in participating in the overseeing of this kind of decision-making of when and whether a particular individual is going to be reviewed over an extended period of time, a period of time prolonged beyond normal standards. And for that reason, I think it is desirable that some machinery be incorporated so that there is a faculty as well as an administrative input in that decision-making.

One last point -- it seems to me that whatever committee this responsibility would be assigned to could take up this kind of matter before the individual is invited down by the faculty, before the point is reached in which the department chairman or the dean has to say to the individual "We think we want you." One objection that has been raised by some, that has not been discussed yet today, is the objection that this is going to encumber unduly the process of making offers. I think if the committee were to meet on these matters at the time the decision is made to invite someone here the dean or department chairman would probably know what the recommendation was by the time the offer would normally be made to the individual.

Dr. Wagner responded that that was the sense of his amendment, that this be taken up quite early.

At this point Dr. Smith noted that most of the discussion had dealt with the question of whether the waiver should be reviewed; that the Chair would like to hear some discussion as to whether there should be a waiver at all, reviewed or not. He suggested that the Council would like some direction along that line unless there is no serious question about that issue.

Four or five additional Senators spoke in favor of the proposed recommendation but their remarks could not be heard by the Recording Secretary or picked up by the recording equipment.

Dr. Wagner stated that there had been a national officer here at the state AAUP meeting and that he had taken up this problem with him, expecting to get a negative response. He reported that the national officer's response was that so long as it was clearly agreed upon by both parties, in writing, the AAUP national office would not be concerned about it; that the important thing, as far as the national office is concerned, is that there is a clear understanding on the part of both parties, in writing.

Dr. Diachun stated that he wished to speak not very vigorously against the proposal; that he thought the University ought to drive itself to seek people in the two categories and not allow itself the luxury of going to these other areas except perhaps in Medicine or some such area and that the University should not get into these fringe areas.

Two other Senators disagreed with Dr. Diachun.

Dr. Rudnick stated that she did not understand Dr. Diachun's point and she asked what was supposed to happen to these people between the time they get their Ph.D.s and the time they establish a national reputation; that they are someplace.

Professor Gesund stated there was one thing that puzzled him; that if the University hired an associate professor from outside, it presumably was able to make up its mind whether to grant this individual tenure at the end of the two and one-half or three years and that there did not seem to be any problem about this; that there is no tie between this recommendation for tenure of the associate professor and the requirement that he be promotable at that time to full professor. He stated that he was not quite sure that he saw why, at the assistant professor level, a person who had been here for two and a half to three years could not be considered for tenure even though this person is not ready to be promoted to associate professor. And why did tenure and promotion have to be coupled at the assistant professor rank and not coupled at the associate professor rank? He stated that he thought the University could get out of this bind by saying "A person who has had three, four, or five years of teaching experience elsewhere, where he has not done any publishing, can be considered for tenure at the end of three or four years, or whatever, but we will consider this person for promotion to associate professor at whatever time he or she seems to be ready to be promoted," that it seemed to him that after a person had been here two and one-half to three years people in the department and others should know him or her well enough to make an intelligent judgment of whether they want to spend the next 10 or 15 years with him or her without having to worry about whether this person is promotable under ever more rigorous promotion requirements.

There being no further discussion the Senate moved to Recommendation #2--Faculty Files.

Dr. Gesund recommended that the period be removed from the end of the last paragraph under this Recommendation and the following additional phrase be added: "and with the knowledge and approval of the faculty member." so that the paragraph would read:

This file shall be available to the faculty member, except for letters of recommendation and written judgments obtained under conditions of confidentiality and with the knowledge and approval of the faculty member.

He stated that under the present regulations nothing could be added to a student's file unless the student knows that the recommendations are being added and he thought the faculty member should have at least the same privilege, and this proposal would do this. He also asked what files exist on faculty members besides the one in the department chairman's office and did the faculty member have access to these to see what kind of material might have accumulated there?

Professor High said that he wished to raise a question and he quoted from Recommendation #2 "Because all considerations of promotion and tenure require thorough documentation. . ." ". . .the following guidelines are suggested. . ." He said he assumed that it did not mean that anyone is

required to do this. He asked further for clarification of whether the statement "Because all considerations of promotion and tenure require. . ." meant that the faculty file would be a part of the promotion and tenure consideration. He asked the following additional question: "How does (1) under this affect some colleges where the procedure of recommending follows the Governing Regulations and is on a much more democratic basis than simply the Chairman recommending, although we may read that to say that the chairman initiates the procedure in gathering the material to make his recommendations but this is a joint democratic recommendation of faculty." And his final question was that if it is maintained jointly, "Where and how." Did it mean that there is one file in the chairman's office, another one in the faculty member's office, or is there one big file someplace.

Dr. Krislov responded as follows:

The subordinate clause is somewhat editorial. I don't know that it had any particular meaning. I think it was simply written to try and justify what we were suggesting. It can be rewritten if you would like to rewrite it.

Secondly, and more appropriately, I think the verbs are suggestive and represent a philosophy of this Report. In large part you will note that many things are not mandated, largely because it would be very difficult to mandate them. It would be very difficult to prescribe, in great detail, what every file should contain. So I think the committee is relying on the good will and the sense and honesty of chairmen and administrative officers to carry out what should be fairly obvious: that a faculty file should be available to the individual and it should contain as much objective information as is needed so that a reasonable judgment can be made. Some people will offer an amendment to suggest "shall" in there, and I would not want to predict what would happen to that amendment. I would suggest that I think chairmen will follow the prescriptions laid down here.

You asked about "where and how." I think the author of this resolution came from the Chemistry Department who said that there is a file which the chairman and the individual go over yearly. Those of you who might find the mechanics difficult to comprehend or perceive, might talk to the Chemistry Department and find out how that is done. It seemed rather simple the way the individual explained it.

Professor High stated that if it was not now the case that this is being done in the apparently gentlemanly or ladylike way that the verbiage would indicate, he thought they had a problem. He stated that if it is being done, he then wished to raise the serious question of why this was needed at all unless the committee was wanting to legislate some insurance on this procedure.

Dr. Krislov responded:

I was only the Chairman of the Committee. This proposal came before it; the members of the committee are on the cover sheet; they voted for it. There seems to be widespread opinion that there are places where this is not being followed. I can't pinpoint that, obviously. But I would counter that argument with the thought that if this is the case, "What is the problem?" Why not simply put it in writing?

Dr. High then stated that Dr. Krislov had not answered his third question, that concerning the first statement and his comment that at least in some colleges and departments the decision of recommending for promotion is a much more democratic procedure than this Recommendation seems to imply.

Chairman Smith responded that since that seemed to precipitate some discussion at the February 11th meeting, he and Dr. Sears had looked at the rules and regulations and that Dr. High was quite correct that in some department areas the actions were quite democratic; that department chairmen consult all of their colleagues as they are required to and simply transmit their recommendations; that nonetheless this is not the technical and legal status of the position. He stated that a department chairman may consult his colleagues, transmit their recommendations, or he may transmit his own separately, and his may be the one that survives and goes on; that, technically, it was in this initiating sense and with his authoritarian hat that this was directed to rather than in his report as the representative of the faculty hat. He stated that there was no intention, insofar as they could find, in this report to imply that this was not done.

Dr. Sears stated that the wording was clear; that there is only one recommendation from a department and that is from the chairman; that the other is a written judgment, an expression of opinion, but there is only one official recommendation and that is from the chairman.

Professor Cox rose to speak generally to the proposed amendment and stated that the Mathematics Department does maintain these open files; that it included most of the material indicated; however, there is one particular item that he thought should not be included and that is the statement as to whether the chairman has or has not previously recommended the faculty member for promotion and tenure; that it seemed to him that a statement like that in his file could be damaging some years later when his case is again considered.

The Chairman recommended to the Senators that if there were those who had not had an opportunity to speak thus far, they mail or bring their proposed amendments approved by two or more Senators, to the Senate Council Office and they would be circulated.

The Senate then moved to discussion of Recommendation #3 -- Information for New Faculty Members.

Dr. Gesund stated that with reference to both Recommendations #3 and #4 he wished to recommend that the information be given to the new faculty member at the time his or her appointment is tendered so that he or she can decide before coming here, whether he or she wants to come or not; that the faculty member, at interview time, should be given a copy of the Governing Regulations, etc. and should be told at the time of the visit what the standards are for tenure and be given all the information that he or she would acquire within a couple of months after getting here so that there will be no horrible surprises.

Professor Weil recommended that it be the responsibility of the dean to arrange that each new faculty member be provided with, or have access to, copies of the various regulations rather than the department chairman.

The Senate moved to discussion of Recommendation #4 - Performance Review and Tenure.

Professor Parker stated that he thought any person who comes here for an interview should have these items on performance review and tenure given to him at that time; certainly not waiting until the appointment is actually made or when he arrives on campus to begin work.

Professor Cox stated that this particular Recommendation had caused him quite a bit of concern; that while he felt incoming faculty members should be given an accurate picture of life and expectations at the University of Kentucky, they should not be dealt any surprises at the end of three or four years and they should not be kidded. He stated that there were two aspects to the tenure and promotion question that concerned him greatly: one, that tenure is a privilege for an individual, a privilege that should be granted to a person by the institution, by the tenured faculty, and not necessarily a right; two, that a tenure decision by this institution is a statement about a person's duty; that admittedly the evidence on which one has to make a decision is part of what has happened in the past: namely, his publication record, his teaching record, etc., but that when the institution grants to a person a lifelong contract, it is saying that it now feels confident enough in his continued work, in his continued scholarly activity, in his continued teaching etc., to make that offer. He stated that as such, he would certainly hate to have to go on record in very explicit terms, as telling that individual in his first year at the University what his decision might be in four or five years; that he would never vote for a person to be given tenure if he did not think he was going to continue the kind of work he had done in the past; that when the criteria is written down, it becomes a permanent decision even though one may not be convinced that he is going to continue. Further, he could foresee how it would be possible to bind the future chairman, the future tenured faculty, the future area committees, or the dean; that things change. He stated that he thought the best one could tell a person would be the general speed or general lay of the land and that at the appropriate time the faculty will make its decision and will decide whether or not to grant a lifelong contract; and that to go much beyond that would be a dangerous proposition.

Professor Silberstein raised some points concerning paragraphs 2) and 3) in Recommendation #4 which could not be heard by the Recording Secretary or picked up by the recorder.

Professor Krislov responded to the two comments as follows:

I am a little startled. I don't see anything here that converts anything to a right. It seems to me that if we look at paragraph 1) it says that the individual shall be informed regarding tenure standards. I can tell you that I have been told by many assistant professors at this University that they were not told about the research requirements or things of that sort. I hasten to add that I don't know and I would not vouch for the authenticity of every one of those remarks but I do think that the fact they appear so frequently would indicate that there is some credence to it. In any event, I think we should all recognize that we should tell these people what the ball game is all about.

The word "prospects" seems to have troubled some people and it is a vague word, but, here again, I think the committee is willing to rely on your good judgment about all the factors that could influence them. We might have declining enrollments, we might abolish a college, we might eliminate a graduate program, and it does seem to me that these should be articulated. There is nothing in here that suggests that when a man walks in the door one should say to him that he predicts, with a fifty per cent certainty, that he will probably make tenure. That is not what is meant and all of you know that. Obviously, if someone could predict who was going to make tenure, an article should be written and developed, as everybody wants to know why people are successful. All the committee wanted was the thrust of the information.

Item 2) is a paramount one, I think, because the balance report authorizes chairmen and deans to assign people almost exclusively to teaching, and several have done so. It may be that we will be hiring people outside the normal tenure track and then you can put them into that track and they can be assigned teaching entirely, or some other activity. But for those people that are in the tenure track, we think there should be some effort to give them a chance to perform adequately in all directions.

Item 3) stemmed from some of the criticisms we had in the committee and from some of the people who were denied tenure. They indicated that the past few years they received the highest merit rating and then did not get tenure. Now somehow there is a contradiction there -- at least there is in my mind. It seems to me that there should be an emphasis on informing the non-tenured faculty member on what progress he is making toward tenure.

The fourth item removes the problem that Professor Cox mentioned. It is true that chairmen turn over. If all the tenured members of the faculty participate in some way in the deliberations, I would think that we would have a sounder judgment and we would have a lasting judgment. Nothing here, as far as I can see binds anybody. If there is anything that does, I certainly would like to try to take it out.

Professor Just stated that he thought that he agreed with everything Dr. Krislov had said.

Professor Goldman proposed an amendment to Recommendation #4 by adding the following statement:

Review of tenure may be conducted separate from or in conjunction with the review of academic rank.

He then stated that he would add it in this Recommendation for lack of a better place in the series of recommendations; that he thought it was a factor that should be included in the Krislov Report; and that he thought it was a very important dimension of the recommendations report on the evaluation of

tenure and promotion. He said that the question of whether tenure and promotion can be separated when one is initially appointed as an assistant professor, was not, insofar as he could determine, clearly resolved in the existing regulations; that if anything, he thought there was an implication in one portion of the recommendations that they can be separated; that on the other hand it was his understanding that the general interpretation, on the part of the area committees, and on the part of the Vice President's Office, was that they could not be separated. He stated that for some divisions of the University he thought it would be very valuable to have the flexibility to separate the decision on promotion from the decision on tenure; that the College of Law had had several experiences where at least a significant portion of the faculty wanted to separate the two issues and that he thought this was generally true in the professional and the professionally-orientated schools; that he was quite surprised that Dr. Gesund advocated taking up the issue of tenure prior to that of promotion; and there may well be disciplines in which that order of priorities are preferred; but that, in any event, he thought it would be valuable if these two decision-making processes could be separated where the recommending faculty so desires.

Dr. Cox stated that while he did not object, personally, to general statements between persons about the situation here, he was concerned as to how specific that statement should be; that he would not like to be pushed into the position of giving an incoming person a bill of particulars in which that person would think that if he satisfied all requirements, he should automatically be given tenure.

Dr. Diachun stated that he would hope that the faculty, by pressing on the Department Chairman the responsibility of giving every new man a statement of conditions with reference to promotion and tenure, would not absolve itself of the responsibility of informing future colleagues of what is going on in that department and of what the faculty expectations are.

The Senate moved to discussion of Recommendation #5 -- Defining Standards for Tenure.

Dr. Gesund referred to I), paragraph 2. and asked why only research was included. Why not teaching and professional service criteria; that a faculty member has to be examined in all areas for tenure and that they should be spelled out as much as possible; that while one cannot spell things out in great detail very often and that criterias change, where possible, it should not be just the minimum research but also the teaching and professional service criteria.

In paragraph 3. where it asks "Should research be evaluated qualitatively or in terms of quantity? . . ." he asked why it should not be both. He also asked "How does one evaluate? On what basis?"

Under III) where it says "The standards set up by the department should be used. . . as an internal guide to the department. . . should be made available for the information of the Deans. . ." it should also be made available to prospective faculty during the interview time.

A Senator referred to paragraph 3., I. and said that the idea that the Senate should consider any standard for evaluation of a person's research other than for quality was outrageous, pure and simple, and he would like to see that part of this question struck.

The Senate moved to discussion of Recommendation #6 -- Names for Area Committees. There being no discussion from the floor, the Chairman moved to Recommendation #7 -- Advisory Committee to the Dean.

Professor Gabbard asked if these functions were not already served by Area Committees.

Chairman Smith responded that he thought the answer was "Yes and no."; that there are some colleges which have a separate committee to advise the Dean on his recommendation. In other areas the Dean makes an individual decision or recommendation and sends it on, thus there could be some overlap or they could be different, depending on how they function.

Professor Gabbard then asked why this committee was needed?

Professor Krislov responded that he thought there was a feeling within the committee that within colleges there is not enough interchange between the dean and the faculty. While it is true that there are some discussions with area committees, no one is supposed to talk to an area committee except through the Vice President.

Dr. Sears stated that he thought it worthwhile to point out that the recommendation that each Dean establish an advisory committee was already in the Administrative Regulations on Appointment, Promotion and Tenure. He stated further that he, personally, would be opposed to seeing the A., B., C., D. portion incorporated because if it is an advisory committee to the Dean, it should advise the Dean on the things the Dean would wish to be advised on rather than to delineate all these various things and get into some things that might not necessarily be what the Dean would be interested in. He stated further that he thought the concept of the first paragraph was good but he would be opposed to the last four parts of the recommendation.

The Chairman moved to Recommendation #8 - Reasons for Non-Renewal.

At this point Chairman Smith noted that the Senate Council, in its discussions with the President, found that there are two positions on this issue and the differences are very clear-cut. When asked to elucidate he stated that the committee recommended giving written reasons and the Administrative Regulations of the University, as noted in an amendment on page 23, specifically prohibit giving written reasons, and that this makes a very clear distinction between the present position and the proposed one.

Dr. Gesund remarked that if assistant professors who are not reappointed are to be given reasons, then he thought that associate professors who are not granted tenure should also be given reasons.

Dr. Longyear stated that if his memory served him correctly, this came before the Senate four years ago about presenting written reasons to non-reappointed faculty; that he was asked by his own Chairman to bring this up and that he thought other department chairmen present ought to make their feelings known; and that is that these written reasons, in considerable detail, would be the kinds of things that might have to stand up in a court of law which would mean that every chairman would probably have to get legal advice before he wrote this kind of thing.

Professor High stated that he would agree with Professor Longyear; that it seemed to him that in those cases where the Department Chairman and the Dean had to provide written reasons, they should be provided with legal counsel; that the AAUP was clear on this in not requesting written reasons in cases of non-tenured faculty or in requesting written reasons in cases of dismissal cause in tenured positions. He stated that he thought there was a serious kind of consideration in this recommendation that ought to be fully investigated regarding its legal consequences, in the case of the possibility of litigation, before this body passed such a recommendation.

Professor Just stated that he would have to be in favor of the Recommendation; that he was a non-tenured faculty member and he did not see why he should not be given reasons for being terminated.

Statement was made from the floor that annual reappointments come from the Vice President for Academic Affairs so he did not see why the chairmen are that concerned. He then recommended that the motion, as it now stands, should be amended to read: ". . . that the Vice President for Academic Affairs should give such reasons in writing. . ."

Chairman Smith said that he presumed, to save a lot of debate, that some wording could be put in that says ". . . the responsible academic authority. . ." or some other such statement.

Dr. Rudnick said that she could see no reason why the Senate should be so concerned about needing legal advice; that there was legal advice aplenty in this institution and for a non-tenured faculty member to be subject to the fiat or whims of the tenured faculty members without the necessity for them to justify it, really did not follow the rest of the legal system at the University; that there is no law requiring tenure so the question of whether somebody is denied it would seem to be very tenuous.

Chairman Smith said he thought the reference in that point was to "libel".

Dr. Rudnick continued that while one should be very careful not to violate another's rights, she was still strongly in favor of this portion of Recommendation #8 simply because she thought it was fair.

Dean Stewart spoke against the recommendation. She said that by putting reasons in writing a person could put himself in a very precarious position; and that she would not want to place the Vice President for Academic Affairs in the position of having to defend her in the case of litigation.

A Senator spoke to Dr. Rudnick's position, to the effect that if one makes the decision and cannot support his decision, he should not be in that position; that it is vitally important that the reasons be included so that the person can know why he was not recommended so that in future positions he can improve himself in the critical areas.

Another Senator added that the matter of giving legal advice is not a matter of guesswork; that there are a number of cases pending now where tenure has not been granted for perfectly legitimate reasons; and that any regulation requiring written explanations for tenure should be done with careful advice and competent advice and that any university that does not do that is foolish.

Professor Goldman stated that he thought one would find, in most of the cases which are now pending, that reasons were not given and that allegations have been made that the real reasons for failure to renew were, in some way, insidious or invidious. He stated that he found it a bit puzzling, why a group of scholars, who are regularly required as a part of their professional performance to explain their reasons for compounding theories and to present their facts in support of findings, would not be able to do likewise with respect to this kind of decision; that faculty make all kinds of decisions, and hopefully, for sound reasons; that sometimes the reasons boil down to a matter of judgment, a matter of impression, and that he would hope that honest scholars would honestly admit that that is what the decision boils down to when it boils down to that; that it may well be that at times that is what personnel decisions boil down to but at least the individual ought to know that and not leave under the shadow of doubt.

A Senator stated that there had been at least one previous speaker and one or two at the February 11th meeting who have professed to find themselves unable to see why the department chairman could not stand behind the decision by putting it in writing; that he could think of one good reason; that in his department, and he believed there were similar cases in several, the decision on reappointment and decisions on whether or not to initiate the request for promotion were not made by the chairman alone but in conjunction with the tenured faculty. He stated that he could not see how a department chairman could accurately and honestly describe to the affected faculty member the reasons for the decision made conjointly with what amounts to a large committee.

Chairman Smith reminded the Senators that the hour was late and there were two more recommendations to be discussed. He then moved to Recommendation #9 -- Advising.

There being no indication of desire to discuss this Recommendation, he moved to the final Recommendation #10 -- Student Input in Tenure and Promotion Decisions.

Dr. Gesund stated that they did not have separate recommendations from the non-tenured faculty; that they did not make judgments on whether their colleagues should be tenured or not, so why should the students, other than the already present teaching evaluations and the advising evaluations?

Several Senators spoke both for and against the recommendation but their comments could not be heard by the recording secretary or picked up by the recording equipment.

In response to these additional comments from the floor Dr. Krislov made the following remarks:

I want to remind you that these comments will be going to area committees. Our area committees are mostly senior people; they are selected with great care; and it seems to me that they can evaluate comments and I don't think we have to feel that they are going to go overboard on some crank letters.

Just to show you the conservative nature of this Recommendation regarding student participation, I want to call to your attention that the national Keast Committee had this comment:

The Commission recommends that students should have a participant role in making recommendations concerning initial appointments, reappointments, and the award of tenure.

In our committee there was a proposal that students sit on area committees. It is not here before you which may reflect also the conservative nature of the committee. I do not think we should regard this as a very revolutionary proposal. On the contrary, it seems to me to be very mild.

Chairman Smith reported that the Committee on Teaching, Learning, and Advising has a study group that has spent some time looking at evaluation documents and programs and has a large amount of statistical data and a considerable bibliography; and that if a faculty member wished that information, he could contact Professor Albert Levy and he will tell the faculty member where to go and get it.

A student Senator stated that he thought the important thing to remember is not the fact that one may get a couple of crank conclusions; what is important is that students may well have some good reasoning behind coming to these conclusions. He said that he thought this allowed the area committees to look at and search through the Student Advisory Committee recommendations for those reasons; that he did not think it was to get before the committee a recommendation for a specific action by the faculty member but he thought it did allow the area committee to see the entire gamut of reasons for doing a certain action with a faculty member and would allow the students, who are a significant part of the campus -- they do see a faculty member in a light that not many times another faculty member will see them -- an input and it would allow the area committees to look at the reason; that if the area committees got a crank conclusion, certainly they should be able to look at the student's efforts and figure out whether the reasons were well based and well taken or were crank reports. He stated further that all the students were asking for was just an opportunity to show the faculty their reasons and he thought it a rather modest proposal.

Dr. Gesund asked if the faculty member in whose file the student recommendations would reside would be able to read those recommendations; that since these are unsolicited remarks and will be signed by students, did not that leave the student open for libel action and did it not leave the student open to reprisal in a future class since the faculty member would be here for another year.

A Senator rose to speak in favor of the idea that students should have input into the faculty evaluation. He stated that he was assuming that the Student Advisory Council would be made up of the kinds of students who would provide some kind of distinguished leadership; however, the caution he would have would be the methods the students use to do it. He stated that it seemed to him that the real challenge to everyone would be to find the mechanism that would be acceptable to faculty and students.

Professor Rudnick said that the College of Nursing, for some years, had had every course and every teacher evaluated by every student who wished to and

one of the things they had found was that in making the forms for the evaluation, one should attempt, as sincerely as possible, with student input, to ask questions about which students can draw a valid conclusion. She said they had found that it works very well; and that she would speak in favor of student input and just devise the structure through which it would take place.

Dr. Rudnick departed from the discussion to ask Chairman Smith if in Recommendation #8 there was any consideration given to the area committee being the body which wrote the statement about why promotion and tenure should take place?

Dr. Smith responded that there was no such consideration given since the area committee is advisory to the Vice President and does not make a decision; that the area committee provides information, evaluation, and recommendations to the Vice President.

Another Senator stated that this proposal would allow any student to write any kind of letter that he wants to and send it in and he did not think that the people who had written this proposal visualized it in this way; that while, hopefully, response would come from responsible citizens who care a great deal about the quality of teaching at this institution, he did not think this would necessarily be the case. He said that he thought the recommendation was left purposefully vague and that the most appropriate way for it to work would be by implementation in individual departments in concert with its students.

There being no further discussion of Recommendation #10, the Senate adjourned at 5:30 p.m.

Kathryne W. Shelburne
Recording Secretary

UNIVERSITY SENATE
MARCH 11, 1974

AGENDA

1. Approval of minutes of February 11, 1974

2. Resolution on the death of Dr. Karl Lange - *Dr. Thurlow Rabe* Dean ~~John H. Lienhard~~

3. Remarks - Chairman Smith

ACTION ITEMS:

4. Proposed change in the Rules of the University Senate, Section I-7, 3.13 concerning election of officers to the Senate Council (circulated under date of February 26, 1974) - Professor Connie Wilson
5. Proposal of the College of Arts and Sciences to establish a College Assembly, which would require a change in the Governing Regulations (circulated under date of February 26, 1974) - Professor Connie Wilson
6. ~~Four~~ recommendations in the ~~Lowitt~~ Report which have been acted on by the Graduate Council, one of which is to be implemented by the Dean of the Graduate School and the remaining three of which are to be transmitted to the President for implementation (circulated under date of February 25, 1974) - Professor Connie Wilson
7. Proposal to expand the Joint Graduate Residence Center in Louisville to facilitate additional cooperative program efforts in graduate education (Circulated under date of February 28, 1974) - Professor Connie Wilson

DISCUSSION ONLY:

8. Report of the ad hoc Committee to Study Promotion and Tenure (circulated under date of January 18, 1974) - Dr. Joseph Krislov

UNIVERSITY OF KENTUCKY

DEAN OF ADMISSIONS AND REGISTRAR

March 18, 1974

Mrs. Karl O. Lange
Walnut Hill Pike
Route 1
Lexington, Kentucky 40503

Dear Mrs. Lange:

At its meeting of Monday, March 11, 1974, the University Senate heard the enclosed Resolution read on the death of Dr. Karl O. Lange. The Senate directed that the Resolution be made a part of the minutes of that meeting and that copies be sent to you and your sons.

We express to you our sorrow in the death of Dr. Lange. He was an outstanding member of the University faculty and will be long remembered and sorely missed.

We are enclosing three copies of the Resolution so that each of you may have a copy.

Cordially yours,

Elbert W. Ockerman
Secretary, University Senate

By: (Mrs.) Kathryn W. Shelburne
Recording Secretary

KWS/bw

Enclosures (3)

UNIVERSITY OF KENTUCKY
LEXINGTON, KENTUCKY 40506

goes in min 3/11/74

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

January 18, 1974

TO: Members, University Senate

FROM: Senate Council Office

RE: AGENDA ITEM: University Senate Meeting,
February 11, 1974.
Report of the Ad Hoc Committee to Evaluate
Tenure and Promotion--"Krislov Report."
FOR DISCUSSION ONLY.

At the beginning of the Fall Semester, 1972, the Senate Council established an Ad Hoc Committee to Re-evaluate Tenure and Promotion at the University of Kentucky. The Committee reported to the Senate Council at the beginning of the Fall Semester, 1973.

During the Fall Semester, 1973, the Council requested and received comments and recommendations concerning the proposals contained in the 'Krislov Report' from the Privilege and Tenure Committee, the University of Kentucky Chapter of AAUP, and the Administration. A number of suggestions from these groups were incorporated into the report. The Council then met with President Singletary and other administrators for an extended discussion of the 'Krislov Report.' The attached report is the final result of these activities.

The Rules of the University Senate (I., 2.3) specify that "when a document embodying a major policy decision is to be considered . . . the Senate Council may, . . . place the document on the agenda . . . 'for discussion only' and on the agenda of a subsequent meeting . . . 'for action.'" Under the 'discussion only' rules, amendments may be proposed and discussed, but not passed. Also, no formal votes may be taken on the document under consideration.

After receiving the benefit of the Senate's discussion of this document, the Council will propose and present specific motions for action at the March 11, 1974 meeting of the University Senate.

/cet

AN EQUAL OPPORTUNITY UNIVERSITY

REPORT
AD HOC COMMITTEE
TO RE-EVALUATE TENURE AND PROMOTION

MEMBERS:

Sherrill Biggers	Robert Kiser
Peter P. Bosomworth	Joseph Krislov
Lewis W. Cochran	Paul Oberst
Jason Fenwick	Mark Paster
William Gordon	Robert Strauss
Sue Howard	Norman Taylor
Ernest Yanarella	

BACKGROUND

The committee solicited comments from administrative officials, faculty, and student groups. Over 50 letters were received by the committee and several individuals asked to be heard orally.

The comments received by the committee indicated widespread support and confidence in our present system. Suggestions for improvements and changes were directed toward limited objectives. The committee therefore has concluded that our tenure system functions reasonably well.

Despite the apparent approval of the tenure system, the committee investigated several possible alternatives. One possibility would be to abolish tenure and have no contracts. A second possibility would be a contract system modeled after employment relationships for athletic coaches. A third possibility would be "rolling contracts," with the length of the contract lengthened after each renewal. And a fourth would-be system aimed at retiring substantial numbers of faculty members after reasonable periods of service, i. e., 20 or more years.

None of these alternatives seemed to be particularly attractive, either for the faculty or the University. Some would involve increased costs. Experience with any of these alternatives has been practically nil because almost all American universities (97%) have a tenure system. Moreover, the tenure system at our University has a statutory base, and any recommendations for drastic change would require legislative action. Any significant change could easily involve years. The committee therefore concluded that any intensive analysis of alternatives to tenure would not be particularly fruitful.

After concluding that we would work within the confines of the existing tenure system, individual committee members proposed various changes. These proposals were discussed and analyzed by the committee; and the ones presented in this report constituted those proposals that were adopted. Some of these proposals were adopted by the narrowest of margins.

The national Keast report on tenure was released in February 1973. Many of their recommendations are already embodied within our system. A few specific recommendations of the Keast report that are not embodied in our system were discussed and rejected by the committee.

Although the Keast report did not specifically recommend tenure quotas, there has been considerable discussion of that topic elsewhere. Your committee discussed the topic briefly and only in general terms. No committee member presented any specific proposal for discussion. As a result, the committee is in no position to comment on any tenure quota proposal.

The Senate Council and the central administration reviewed the Ad Hoc Committee's report and a few minor changes were suggested. These changes were reported to the Ad Hoc Committee and none were disapproved.

An additional proposal was received by the Chairman from Student Government and accepted by the Senate Council (#10).

The committee approved several changes. They were as follows:

- (1) Prior service rules
- (2) Faculty files
- (3) Information for new faculty members.
- (4) Performance review and tenure.
- (5) Defining standards for tenure.
- (6) Names for area committees.
- (7) Advisory committees within colleges
- (8) Reasons for non-renewal.
- (9) Advising
- (10) Student evaluations.

The committee recommends that each proposal be discussed and voted upon separately.

Recommendation #1 -- Prior Service Rule

Recommended that the following special considerations be applied to faculty members who have served at other institutions prior to coming to the University of Kentucky.

(1) The applicability of prior work to the tenure criteria at the University of Kentucky shall be carefully reviewed on an individual basis by the faculty member, the department chairman, and the dean. The following questions shall be examined:

- a) Did the institution of prior service have similar expectations regarding formal criteria for promotion and tenure as those which prevail at the University of Kentucky?
- b) Were teaching and service loads at the institution of prior service arranged in order to assure faculty members adequate time for investigation and scholarly or scientific productivity?
- c) Were the measurable achievements of the faculty member at the institution of prior service such that they should be counted as part of the achievements to be evaluated by the University of Kentucky in consideration for promotion and tenure?
- d) Did the faculty member utilize the same knowledge and skills and have the same career goals at the institution of prior service which he will be applying at the University of Kentucky?
- e) Does employment at the University of Kentucky involve a change of career and, therefore, a change in the expectations which should be placed upon measurable achievements within a particular period of time?

(2) In all cases where a period of prior service involves significantly different institutional objectives or significantly different professional activity, all or part of the period of prior service may be eliminated from consideration in determining the period of review for tenure at the University of Kentucky.

(3) In the case of 2 above, a specific period of employment prior to tenure review shall be agreed on and a specific date for review stipulated in writing by the faculty member, the department chairman, and reviewed by the Committee on Appointment, Promotion and Tenure before being reported to the appropriate vice president at the time of the faculty member's initial appointment.

sd 8-9-12

Recommendation #2 -- Faculty Files

Because all considerations of promotion and tenure require thorough documentation of the faculty member's record of pertinent activities in the University as well as all relevant actions involving the individual's faculty status, the following guidelines are suggested for faculty files to be maintained jointly by the Chairman and the individual faculty member.

- (1) A statement specifying whether the chairman has or has not recommended the faculty member for tenure and promotion.
- (2) All correspondence between Chairman and faculty member concerning appointment or faculty status.
- (3) A curriculum vitae which shall be updated at least annually.
- (4) Copies of publications and published reviews or letters concerning publications.
- (5) Copies of faculty performance reviews.

This file shall be available to the faculty member, except for letters of recommendation and written judgments obtained under conditions of confidentiality.

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p. 10-11

Recommendation #3 -- Information for New Faculty Members

It is recommended that it be the responsibility of the department chairman to arrange (within one month of the beginning of his/her employment) that each new faculty member be provided with, or access to, a copy of (1) the Governing Regulations of the University, (2) the Administrative Regulations of the University, (3) the Rules of the University Senate, in particular the Faculty Code, (4) the rules of his College, (5) the rules and regulations of his department, and (6) the Student Code.

Handwritten notes:
- 7/1 (u) p 9
- 7/1 (u) p 10
- 7/1 (u) p 11
- 7/1 (u) p 12
- 7/1 (u) p 13
- 7/1 (u) p 14
- 7/1 (u) p 15
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- 7/1 (u) p 100

Recommendation #4 -- Performance Review and Tenure

- 1) At the time of appointment, an individual shall be informed regarding tenure standards and prospects by the department chairman.
- 2) An individual who is hired with the prospects of becoming a tenured faculty member shall be assigned duties, within the departments' framework, commensurate with making due progress towards meeting requirements (of the department, college, and area) for tenure.
- 3) The annual performance review of non-tenured faculty shall include some discussion of the individual's progress toward tenure in terms of departmental expectations.
- 4) A departmental chairman shall consult with the tenured members of the faculty regarding the individual's progress toward achievement of tenure. These discussions should occur at the end of the non-tenured faculty member's second and fourth year, but may occur more frequently at the chairman's discretion. The results of that discussion should be communicated to the individual and reduced to writing and maintained in the individual's files.

*g. R. f. - Co
c - 7000000000*

Recommendation #5 -- Defining Standards for Tenure

Departments or individual educational units are urged by the Senate to set up reasonable standards of performance for their discipline, which are consistent with the Governing Regulations.

- I) Individual departments should seek the answers to such questions as the following:
1. What is the normal balance between teaching, research and creative productivity, and service in your discipline?
 2. What do you believe should be the minimum research requirements for promotion to Associate Professor, to Professor?
 3. Should research be evaluated qualitatively or in terms of quantity? Assuming the former, how would you test qualitative excellence in your area?
 4. What kinds of research are most acceptable in your fields?
- II) Individual departments should obtain outside evidence that the standards offered by their departments are those of their discipline in equivalent universities and not simply those of the members of the department.
- III) The standards set up by the department should be used for two purposes: First, they should be an internal guide to the department in evaluating its own personnel. Secondly, they should be made available for the information of Deans and appropriate administrative officers in the various academic units.

Handwritten notes in cursive script, likely a summary or commentary on the recommendations above. The text is dense and difficult to decipher due to the cursive style and overlapping lines. It appears to be a personal or working draft.

Recommendation #6 -- Names for Area Committees

The process through which names are selected for submission to the President, who names the area committees, should be broadened. The Senate Council should invite faculty councils or other bodies on the level of schools and colleges to participate by nominating potential members. [Where such bodies do not exist, the colleges or appropriate subdivisions within departments should be encouraged to create them.]

Recommendation #7 -- Advisory Committee to the Dean

Each Dean is strongly encouraged to establish a Committee concerned with faculty appointments, termination, tenure and promotion, with the following suggestions:

A. The Committee is advisory to the Dean and may at his request make recommendations in the above matters. The Committee may be asked by the Dean or a faculty member to hear an inquiry by any faculty member who declares himself dissatisfied with the policies established by his department and/or college concerning appointment, termination, tenure, and promotion.

B. The Committee may examine departmental standards and when possible arrive at agreements between the Dean and the department about realistic standards by which individual faculty members may be judged. In addition, this Committee may be asked to communicate with the Graduate Council, the Area Committees, the appropriate Dean, and other University officials who establish, interpret, or implement university regulations in this area so as to clarify all standards and policies.

C. When any matter that comes up before the Committee involves a department represented on the Committee, the committee member of that department shall disqualify himself.

D. The members shall be appointed by the Dean after consultation with the appropriate faculty body (e. g., College of Education Faculty Council, Arts and Sciences Council) in that college. See Governing Regulations on representative bodies. If such a body does not exist, the Dean should solicit members from a list of nominees chosen by the faculty.

Recommendations #8 -- Reasons for Non-Renewal

Recommended that: in all cases where assistant professors are not reappointed, the individual be notified by his departmental chairman of the reasons for the decision. Where the decision not to reappoint is one on promotion and tenure, then it is recommended that the faculty member, upon his written request, be informed of the basis of that determination in writing and in a reasonable amount of detail. In instances where promotion and tenure are not involved, oral communication will be deemed sufficient. In order to facilitate communication, it shall be the responsibility of the college dean to prepare a summary of the reasons why reappointment was denied and provide the faculty member's chairman with a copy of that summary statement (in the event that a favorable departmental recommendation was overturned at a higher level) for verbal transmittal or written communication to the faculty member.

p. 17, minutes, 2/5

Recommendation # 9 -- Advising

Colleges, working through appropriate university bodies, should develop some means to evaluate the quality, as well as the quantity, of academic advising done by each faculty member. As this procedure is developed and implemented, the results of this evaluation shall be considered in the annual performance review and in the decisions concerning retention and/or promotion of each faculty member.

Recommendation #10 -- Student Input in Tenure and
Promotion Decisions

Recommendations for tenure and promotion shall include evidence of consultation with the appropriate Student Advisory Council and graduate student organization. Any written recommendations or related materials submitted by the student bodies shall be included in the candidate's file.

K. W. Shelburne
Director of Scheduling
Admissions and Registrar
Basement - Administration Annex

5

UNIVERSITY OF KENTUCKY
LEXINGTON, KENTUCKY 40506

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

February 25, 1974

TO: Members, University Senate

FROM: Senate Council Office

RE: AGENDA ITEM: University Senate Meeting, March 11, 1974
Oct 8, 1973
US Nov. 12, 1973

At the time the report of the ad hoc Committee on the Status of Graduate Students (Lowitt Report) was considered by the Senate, four specific recommendations were not brought to the floor, but rather were submitted to the Graduate Council for their advice and recommendations.

The following recommendation has been approved by the Graduate Council and will be implemented by the Dean of the Graduate School:

The Dean of the Graduate School shall appoint a standing committee on teaching and research assistants to define maximum loads and minimum stipend levels and to review annually standards and criteria for initial appointments and reappointments. This committee, in short, would annually review the teaching and research assistant program and would concern itself with all its aspects. Copies of reports and recommendations, presented annually to the Dean of the Graduate School shall be sent to the President of the University, the Vice Presidents for Academic Affairs, the Academic Deans, the Graduate Council, the Senate Council, Chairmen of the Departments, and the GPSA for appropriate action.

The following three items have been approved by the Graduate Council:

- 1) Teaching and research assistants shall maintain satisfactory academic records and progress toward their degrees, and their assistantships shall be terminated if their academic progress is not satisfactory.

Page 2

University Senate, Agenda Item, March 11, 1974
February 25, 1974

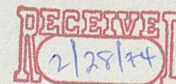
2) Teaching and research assistants who are candidates for a Master's degree shall serve no more than a maximum of three years without completion of their degree requirements.

3) Doctoral ^{students} candidates who are teaching or research assistants shall have served not more than four years without successfully completing their qualifying examinations.

The Senate Council will move that these items be approved and submitted to the President for implementation.

/cet

UNIVERSITY OF KENTUCKY
LEXINGTON, KENTUCKY 40506



UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

February 26, 1974

TO: Members, University Senate

FROM: Senate Council Office

RE: AGENDA ITEM: University Senate Meeting
March 11, 1974
Proposed Change in the Rules of the University
Senate: Section I, 3.13

The present Rules of the University Senate specify that the Chairman-elect and Secretary of the Senate Council shall be elected at the first meeting in January. In fact, this has never been done. The Senate Council has always felt that it preferred to wait until approximately the first or second week in March so that the on-going Council members and the newly elected Council members would have an opportunity to get to know each other before conducting an election for the positions of Chairman-elect and Secretary. Hence the first order of business at every meeting of the Council the first time in January has been a motion to defer election of officers to the first or second week in March.

The attached recommendation for a change in the Rules of the University Senate is designed to bring the Rules and existing practice into accord. It has been approved "in principle" by the Rules Committee.

/cet
Attachment

Page 2

Agenda Item, University Senate Meeting, March 11, 1974
February 26, 1974

"SECTION I, 3.13 (Delete material in brackets; add material
underlined)

The officers of the Senate Council shall consist of a Chairman,
a Chairman-elect and a secretary. [and shall be elected by the
Council at its first meeting in January. Their terms shall be for
one year or until their replacements are elected.] The Chairman
shall hold office from January 1st to December 31st, shall
preside at Council meetings, and shall be responsible for the opera-
tion of the Senate Council office. The Chairman-elect and Secretary
shall be elected at the first or second Council meeting in March.
The Chairman-elect shall assume the duties of the chairman in
his or her absence, and shall succeed to the office of chairman
[at the next regular election] on January 1st or at any time that
the office becomes vacant. The secretary shall serve for a term of
one year or until a replacement is elected, shall keep the minutes
of the Council meetings, and shall present Council recommendations
to the University Senate for action. If for any reason the office of
Chairman-elect or Secretary should become vacant, the Council
shall act as soon as possible to elect a replacement."

Mrs. Cindy Todd
Senate Council Office
10 Administration Bldg.

UNIVERSITY OF KENTUCKY
LEXINGTON, KENTUCKY 40506

BK ground

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

January 29, 1974

MEMORANDUM

TO: S. Sidney Ulmer, Chairman, Rules Committee

FROM: S. L. Smith, Chairman, Senate Council *SL*

RE: Change in Rules: Section I, 3.13

Thank you for your prompt response and your agreement in principle concerning the proposed rules change in Section I, 3.13, relating to officers of the Senate Council as reported in the minutes of the Rules Committee meeting for Tuesday, January 22.

Concerning your observations on this matter I might make the following comments:

- a) It is not clear to me in just what matter the underlining is not accurate. If in fact this is a minor matter, please feel free to correct it in an editorial fashion. If not, would you please let me know exactly what's wrong with it.
- b) You are correct. The parentheses in line 10 are intended to be brackets.
- c) Omission of the provision in the current rules for vacancy in the office of Council Chairman was simply an editorial or typing error in preparing the document. There was no intention that it be left out and it should be inserted.
- d) The present rules do not contain a provision for performing the duties of Chairman-elect or for that matter Secretary, in the instances that they become vacant. It would seem that this deficiency could be corrected by the addition of a sentence at the end of the section as presently written, which would read as follows: "If for any reason the office of Chairman-elect or Secretary should become vacant, the Council shall act as soon as possible to elect a replacement."

Page 2
S.S. Ulmer
January 29, 1974

If these responses, editorial corrections, and suggestions meet with your approval please provide the Council with a recommendation for a rules change in this matter so that we may place it on the Senate agenda as soon as possible. If, however, there are further difficulties, please contact the Council and we will see if we can resolve them.

I've taken the liberty of re-typing the whole section with the corrections and suggestions I have indicated above to facilitate your deliberations.

/cet

Enclosures

"SECTION I, 3.13 (Delete material in brackets; add material underlined)

The officers of the Senate Council shall consist of a Chairman, a Chairman-elect and a secretary. [and shall be elected by the Council at its first meeting in January. Their terms shall be for one year or until their replacements are elected.] The Chairman shall hold office from January 1st to December 31st, shall preside at Council meetings, and shall be responsible for the operation of the Senate Council office. The Chairman-elect and Secretary shall be elected at the first or second Council meeting in March. The Chairman-elect shall assume the duties of the chairman in his or her absence, and shall succeed to the office of chairman [at the next regular election] on January 1st or at any time that the office becomes vacant. The secretary shall serve for a term of one year or until a replacement is elected, shall keep the minutes of the Council meetings, and shall present Council recommendations to the University Senate for action. If for any reason the office of Chairman-elect or Secretary should become vacant, the Council shall act as soon as possible to elect a replacement."

UNIVERSITY OF KENTUCKY
LEXINGTON, KENTUCKY 40506

*See
Rules
committee*

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

December 4, 1973

Dr. S. Sidney Ulmer
Political Science Department
1637 Patterson Office Tower
CAMPUS

Dear Sid:

At a recent meeting, the Senate Council approved the attached change in Section I of the Senate Rules for the reasons provided in the accompanying rationale.

The Council would prefer that this change be approved by the Rules Committee before it is introduced on the Senate floor, although the Council does have the authority to introduce the change itself.

If you have any question about this matter, Sid, please give me a call.

Cordially,

Michael E. Adelstein
Chairman, Senate Council

/cet

Attachments

#93

PROPOSED RULE CHANGE: ELECTION OF SENATE COUNCIL
CHAIRMAN

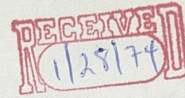
SECTION I, 3.13

The officers of the Senate Council shall consist of a Chairman, a Chairman-elect and a secretary. [and shall be elected by the Council at its first meeting in January. Their terms shall be for one year or until their replacements are elected.] The Chairman shall hold office from January 1st to December 31st, shall preside at Council meetings, and shall be responsible for the operation of the Senate Council office. The Chairman-elect and Secretary shall be elected at the first or second Council meeting in March. The Chairman-elect shall assume the duties of the chairman in his or her absence, and shall succeed to the office of chairman (at the next regular election) on January 1st. The secretary shall serve for a term of one year or until a replacement is elected, shall keep the minutes of the Council meetings, and shall present Council recommendations to the University Senate for action.

Rationale:

This change does two things: it legitimizes what we have, in fact, been doing and it clarifies the terms of office of the various officers in accord with the way we have been doing things.

Election of the chairman-elect well before the time for assuming the office of Chairman is necessary in order to permit working out of details concerning released time for that individual. However, election on January 1st turns out to be too early. Most of the time the new Council members have not had sufficient time to really know the continuing members of the Council and do not feel able to make a valid decision concerning election of a chairman-elect. Holding the election at the first or second meeting in March has proven to be a reasonable compromise between the twin requirements of having a chairman-elect designated early in the year and still providing the new Council members (and the continuing members for that matter) sufficient time to get to know one another.



January 22, 1974

Unapproved Minutes

Senate Committee on Rules and Elections

Present: Jack Hiatt, Ray Cumberledge, Ray Cox, Paul Eakin, Bob Spedding,
Sidney Ulmer

- I. The first meeting of the Spring 1974 semester was held on Tuesday, January 22nd in 345 POT at 7:00 P.M.

The Chairman reported that he had taken the following action on the Committee's behalf since the December meeting.

- (1) advised Mrs. Shelburne that the five (5) Senators from the Library should be continued in office until their terms expire in 1976, in spite of the fact that under the new allotment occasioned by Senate action of April 9, 1973, the Library is now assigned a single Senator. Under this arrangement, the Library will not elect a new Senator until 1976. Committee approval was given.
- (2) advised Stan Smith (Chairman of the Senate Council) that U.K. faculty members attached to the Veteran's Hospital should be (a) counted in apportioning Senators to the Medical Center and (b) allowed to vote in Senate elections. Although these faculty members are paid with federal funds, (in whole or in part) the administration of the funds is through the Medical School and they each hold faculty rank in the University. Committee approval was given.

- II. The Committee responded to several inquiries from the Chairman of the Senate Council as follows:

1. For purposes of apportioning seats in the Senate, the number of full time students (undergraduate) in each college should be determined by the appropriate college Dean and necessary lists forwarded to the Secretary of the Senate, rather than to the Senate Council as specified earlier. (See Minutes of September 18, 1973).
2. The Committee agreed to continue the practice whereby editorial (non-substantive) changes in the Rules are made by the Committee and the Council jointly without further action by the Senate. However, the Committee believes that the Senate Council should periodically advise the members of the Senate of such Rules changes and allow a period of 10 days after each such communication for objections.
The editorial changes in the Rules made in July 1973 and forwarded by the Chairman of the Senate Council were noted and filed. No consideration was given to the substance of these changes.

- III. The Committee discussed a Change in Rule I, 3.13 (Election of Senate Council Chairman) as proposed by the Senate Council. The suggested change reads as follows:

"SECTION I, 3.13 (Delete material in brackets; add material underlined)

The officers of the Senate Council shall consist of a Chairman, a Chairman-elect and a secretary. and shall be elected by the Council at its first meeting in January. Their terms shall be for one year or until their replacements are elected. The Chairman shall hold office from January 1st to December 31st, shall preside at Council meetings, and shall be responsible for the operation of the Senate Council office. The Chairman-elect and Secretary shall be elected at the first or second Council meeting in March. The Chairman-elect shall assume the duties of the chairman in his or her absence, and shall succeed to the office of chairman at the next regular election on January 1st. The secretary shall serve for a term of one year or until a replacement is elected, shall keep the minutes of the Council meetings, and shall present Council recommendations to the University Senate for action."

The Committee endorses this change in principle, but offers the following observations:

- (a) the underlining is not completely accurate.
 - (b) it is not clear whether the parentheses in line 10 are intended as brackets.
 - (c) the provision in the current Rules for vacancy in the office of Council Chairman is omitted.
 - (d) no provision for performing the duties of the Chairman-Elect is included for those instances in which the Chairman-Elect succeeds to the Chairmanship prior to the beginning of his elected term.
- IV. The Committee worked on the Rule Change pertaining to participation of Community College personnel in faculty election to the Board of Trustees. (Senate action of December 10, 1973) Final codification of the change was postponed pending clarification of questions raised by Committee members.
- V. Adjournment of the Committee occurred at 8:50 P.M.

(Note: The next meeting of the Committee on Rules and Elections will be held on February 5, 1974 at 7:00 P.M. in Room 345 POT).

Respectfully Submitted,

S. Sidney Ulmer
Chairman
Committee on Rules &
Elections

or if any time that office becomes vacant.

UNIVERSITY OF KENTUCKY
LEXINGTON, KENTUCKY 40506

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

February 26, 1974

TO: Members, University Senate

FROM: Senate Council Office

RE: AGENDA ITEM, University Senate Meeting, March 11,
1974. Recommendation for a change in the Governing
Regulations.

The College of Arts and Sciences would like to establish a procedure whereby members of the Arts and Sciences Student Advisory Committee may vote in Faculty meetings in the College of Arts and Sciences. Since it is inappropriate for students to vote in Faculty Meetings, it is necessary to establish a second body to be known as an Assembly, to which the Faculty of a College may delegate any and all of its authorities and in which a student may vote. The rules of the College Faculty will specify exactly which authorities are delegated to the Assembly and exactly who will vote in the Assembly, and all other matters pertaining to the operation of the Assembly.

The attached "Recommendation to the Board of Trustees to amend the Governing Regulations" is necessary to permit the establishment of the College Assembly.

/cet
Attachment

Page 2

Senate Agenda Item, March 11, 1974

February 26, 1974

The University Senate recommends an amendment to the Governing Regulations by insertion of the following paragraph at the end of Part VII, A.4, page 21:

A faculty member may delegate by rule a defined part of the determination of its educational policies to an assembly of the college, which shall consist of the faculty and designated student representatives. The number of students voting, the method of selecting these students, and issues on which they can vote shall be determined by the rules of the College.

/cet

UNIVERSITY OF KENTUCKY
LEXINGTON, KENTUCKY 40506

*File
U. Senate
March, 1974*

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

February 28, 1974

TO: Members, University Senate

FROM: Senate Council

RE: AGENDA ITEM: University Senate Meeting
March 11, 1974

During the Spring Semester, 1972, the Senate recommended (Minutes, April 17, 1972) and the Board of Trustees approved establishing (with the University of Louisville) a Joint Graduate Residence Center in Louisville. This initial approval limited the use of this Center to Teacher Corps Programs. The Joint Center operation has been highly successful and demand for additional activities in Graduate Education Areas has grown.

The Graduate Faculty, Senate Committee on Academic Structure and Organization and the Senate Council recommend approval of the recommendation below to the Board of Trustees approving expansion of the Joint Center to permit the offering of additional programs in Graduate Education. This approval would be effective immediately.

NOTE: The wording of the proposal differs slightly from the wording of the proposal approved by the College of Education and the Graduate Faculty. This difference involves insertion of the words ". . . offered by the faculties of the Colleges of Education. . . ." in order to clarify the intent of this recommendation. This change has been approved by the College of Education.

RECOMMENDATION: That the Joint Graduate Residence Center presently approved for use with Teacher Corps Program in Louisville be extended to facilitate additional cooperative program efforts in Graduate Education offered by the faculties of the Colleges of Education of the University of Louisville and the University of Kentucky.

UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506

GRADUATE SCHOOL

MEMORANDUM

TO: Senate Council

FROM: Graduate Faculty

SUBJECT: Request for extension of the UK-U of L Graduate Residence Center

DATE: November 28, 1973

The College of Education and the Graduate Faculty recommend and submit for your approval the following proposal:

THAT THE JOINT GRADUATE RESIDENCE CENTER PRESENTLY APPROVED FOR USE WITH TEACHER CORPS PROGRAMS IN LOUISVILLE BE EXTENDED TO FACILITATE ADDITIONAL COOPERATIVE PROGRAM EFFORTS IN GRADUATE EDUCATION BY THE UNIVERSITY OF LOUISVILLE AND THE UNIVERSITY OF KENTUCKY.

Administrative arrangements for the expanded Joint Residence Center will be consistent with those established earlier (See Minutes of the University Senate, April 17, 1972). They include a Residence Center Council composed of six faculty members (three from each University) responsible to the two graduate deans and reporting through the two deans of education having jurisdiction over the following:

- 1) Organization of the Center's internal operation.
- 2) Approval of individual programs.
- 3) Approval of courses and instructors. Criteria would be those in effect regarding regular campus offerings of the two universities.
- 4) Course scheduling and classroom arrangements.
- 5) Coordination to avoid duplication of offerings.

A Residence Center fee shall be charged each student enrolled in courses through the Center. These funds shall be paid to the host institution to defray a portion of the costs for student services such as library resources, health services, recreational facilities, etc.

Students will register through their own degree-granting university under the regular tuition or special-program financial arrangements which prevail for course work in residence on that campus.

A bookkeeping system for recording instructional services provided by each university shall be implemented. Efforts will be made to share the instructional load equally between the institutions with remuneration for teaching remaining the responsibility of each faculty member's home institution. Imbalances in faculty load assumed by the cooperating universities would be adjusted by payments made biennially from one to the other based on the actual cost of the extra faculty service provided.

BACKGROUND

In May 1972 the Board of Trustees of the University of Kentucky approved the establishment of a Joint Graduate Residence Center in Louisville, limiting its use to Teacher Corps programs. That Center has made it possible for the University of Kentucky and the University of Louisville to cooperate in the provision of quality graduate education for teachers in the urban setting in which they expect to do work. Under the plan now operational courses offered through the Graduate Center by approved faculty from either UK or U of L carry full residence credit at either institution. The Center has permitted better utilization of faculty resources at the two universities, has improved access of Louisville area students to this dimension of graduate study at the University of Kentucky, and has recognized the significance of the urban field laboratory to the advanced study of teachers and other school personnel.

Many additional opportunities exist for assessing and meeting important educational needs in the major urban center of the Commonwealth through joint efforts of the two universities. Two such programs already operational will serve as examples.

The Louisville Public School System now employs new teachers with bachelor's degrees on the condition that they commit themselves to early involvement in a systematically planned program leading to the master's degree and/or meeting requirements for advanced levels of state teacher certification. Significant financial assistance is provided by the school system to support such enrollment and the degree programs are offered cooperatively by the University of Louisville and the University of Kentucky with instructors from both institutions teaching courses in the Louisville area in which students from both universities are enrolled. The program is specifically designed to help new teachers become more effective in working in urban elementary of secondary schools and provides for extensive on-the-job supervision of students enrolled by university instructors coordinated with the formal classroom instruction. Programs for these recently employed teachers include one course each semester for six semesters with the additional courses necessary to complete regular graduate degree requirements during intervening summer sessions. Program and degree requirements conform to those currently in effect for other graduate students. However, without the extension of the Graduate Residence Center only six hours of the work taken by UK students in Louisville could be applied to the master's degree at this institution. Our experience to date with the program involving approx-

Memorandum to the Senate Council
November 27, 1973
Page 3

imately 100 students has been that most are choosing to register with the University of Louisville because of our dependence on the extension mechanism and the obligation to do summer session study in Lexington.

An Administrative Leadership Training Program for Educational Change has been started with the aid of a USOE grant of over \$325,000. The program is staffed with regular full time faculty from the University of Louisville and the University of Kentucky augmented by the staff of the Louisville Urban Education Center. Thirteen of the twenty-six students in this program are enrolled in doctoral or post-master's programs in Educational Administration at the University of Kentucky. The primary thrust of this program is to prepare students for leadership in urban education and inner-city Louisville provides perhaps the best laboratory in the state for such training. Indeed, that school system has received national recognition for its efforts in improving the quality and impact of its educational programs. Fellows enrolled in this program will be taught and supervised by staff members from both institutions but without access to the Graduate Residence Center only a portion of their work could receive credit at UK.

An organization now in existence--the Urban Education Center--strengthens the efforts of this College in its service to the Louisville area. The Center is operated jointly by the University of Kentucky, the University of Louisville, and the Louisville School System. The Board of Directors includes the chief administrative officer of the Louisville schools, and the Colleges of Education at the two universities. A professional staff includes professors from both universities and persons from the school system who hold doctoral degrees. Considerable library resources, offices, conference and classroom spaces are provided in the building which was formerly the Brown Hotel.

Mrs. Cindy Todd
Senate Council Office
10 Administration Bldg.

UNIVERSITY OF KENTUCKY
LEXINGTON, KENTUCKY 40506

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

March 4, 1974

TO: Members of the University Senate

FROM: The Senate Council

RE: Background material for the discussion of the Ad Hoc
Committee on Tenure (Krislov Report).

At the February 1974 Senate meeting several senators asked that copies of appropriate portions of the Governing Regulations and Administrative Regulations dealing with appointment, promotion, tenure and related matters be circulated to the Senate to facilitate the discussions of the Krislov Report. The attached material contains excerpts of the appropriate parts of the Governing Regulations and complete copies of the authorities and responsibilities in common for vice presidents and of procedures of the appointment, promotions, granting of tenure and termination of faculty in the University system from the Administrative Regulations. An abbreviated index of this material is also provided.

Complete copies of the Governing Regulations and Administrative Regulations are available in the Senate Council Office, the University Library, and the offices of deans and department chairmen. They are publicly available for inspection, examination and study by any members of the University community.

/cjw

INDEX OF MATERIAL INCLUDED

I. Governing Regulations

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The President of the University	9, 10
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II. Administrative Regulations

Authority and Responsibilities in Common for Vice Presidents	Art. I, 1.0-1
Procedures for the Appointment, Promotion, Granting of Tenure and Termination of Faculty in the University System	Art. II, 1.0-1

5. Committees

The Board of Trustees annually elects an Executive Committee of five members, which has the powers that the Board delegates to it. (KRS 164.190) This election shall be held at the September meeting of the Board. Vacancies may be filled at any meeting of the Board. The Board designates one member of the committee to serve as its chairman. In general, the committee exercises oversight of the financial and business interests of the University and possesses the same powers as the Board during the periods between meetings of the latter.

Ordinarily, the Executive Committee will meet at least once each month, except for the months in which regular meetings of the Board of Trustees are held. Special meetings may be held as necessary on the call of the chairman. The secretary of the Board of Trustees acts as secretary, ex officio, of the Executive Committee. The President of the University shall attend all meetings.

The Executive Committee is required to submit to the Board of Trustees at each meeting, for its consideration and approval, a complete record of the proceedings of the Executive Committee. The authority of the Board to revise the acts of the Executive Committee does not extend to the rejection of any valid or any authenticated expenditure of money by the Executive Committee. (KRS 164.190)

The Board of Trustees may appoint special committees at such times and for such purposes as it deems desirable.

6. Powers and Responsibilities

The powers and responsibilities of the Board include the following:

It may establish proper regulations for the government of the University and the physical training, military or otherwise, of the students. It may authorize the suspension and dismissal of students for neglect or violation of the regulations, or for other conduct prejudicial to the character and welfare of the University. (KRS 164.200)

It may determine from time to time the colleges, schools, divisions, departments, bureaus and offices which the University shall comprise within the scope of the Acts of Congress approved July 2, 1862, and Acts supplementary thereto, and the relation which each division shall sustain to each other division and to the whole. It may devise, allot and arrange the distribution of divisions with the designation appropriate for each, and devise the means required for their effective instruction, administration and government. (KRS 164.210)

It may appoint a president, professors, assistants, tutors and other personnel and determine the compensation, duties, and official relations of each. In appointments of presidents, professors or instructors no preference may be shown to any religious denomination.² It is required to provide compensation

²See Part X-A; XII-A

for all positions created and filled by the Board. It may provide for employee retirement benefits and such other employee benefits as are related to the respective employments and services rendered. Retirement plans may include, but without limitation, the retirement ages, the benefits of employees including group insurance, annuities, establishment of a trust fund or funds, and, the amounts to be paid or contributed by employees and the amounts to be paid or contributed by the University of Kentucky, and other appropriate terms and provisions with respect thereto. (KRS 164.220) It is further designated as an independent agency and instrumentality of the Commonwealth and given exclusive jurisdiction of the appointments, qualifications, salaries and compensation, payable out of the State Treasury or otherwise, promotions and retirement programs described. (KRS 164.225)

It has full power to suspend or remove any of the officers, teachers, professors or agents that it is authorized to appoint, except that no president, professor or teacher may be removed except for incompetency, neglect of or refusal to perform his duty, or for immoral conduct, and then only after ten days' notice in writing stating the nature of the charges preferred, and after an opportunity has been given him to make defense before the Board by counsel or otherwise and to introduce testimony which shall be heard and determined by the Board. (KRS 164.230)

It may grant degrees to graduates of the University, prescribe conditions upon which postgraduate honors may be obtained, and confer such honorary degrees upon the recommendation of the faculty of the University as it deems proper. (KRS 164.240)

It is required to make a full report to the General Assembly, within the first month of each regular session, of the condition and operation of the University since the date of the previous report, with such recommendations concerning the University as are deemed necessary. (KRS 164.250)

It may acquire additional lands or other property or material for the purpose of expanding its plant and extending its usefulness. When unable to contract with the owner of land or other property or material necessary for the purposes of the University, it may acquire the same by condemnation proceedings in the manner provided in KRS 416.010 to 416.080. (KRS 164.260)

It may dispose of real estate held by the Commonwealth for the use or benefit of the University or the Kentucky Agricultural Experiment Station as authorized in KRS 164.270 and KRS 45.360.

The Board has the same powers with respect to the community colleges that it has to the University of Kentucky in general. It is directed to designate each community college with a name that includes the words "Community College". It is directed to encourage and permitted to accept donations of lands or funds or both to be used in the acquisition, construction or operation of community colleges. It is authorized to commemorate donations from private persons or corporations with suitable memorials. It is authorized to accept Federal grants to be used in the acquisition, construction or operation of community colleges. (KRS 164.595)

PART III

THE PRESIDENT OF THE UNIVERSITY

The President is the chief executive officer of the University, including the Community College System, and he shall have full authority and responsibility over the administration of the academic, business and fiscal operations of the University. It is the duty of the President to make recommendations relating to the general policies of the institution and to the maintenance of coordination among its several functions. It is also his duty, directly or through the various University officers, to supervise and administer all phases of the University's operations, both business and academic, and including all departments, divisions and colleges; and to perform all other administrative functions, whether expressly enumerated herein or not, necessary or appropriate for the effective operation of the University.

The President is responsible for the preparation of the biennial budget request and the annual budget for approval of the Board of Trustees. He is also responsible for the administration of the annual budget after approval of the Board. In the administration of the annual budget, he shall exercise the authority delegated to him by the Board for the transfer of funds within major fund groups, provided that all such transfers of funds shall be reported to the Board.

The President may delegate any of his assigned authority or responsibility to another person in the Office of the President, or to any other member of the administrative staff or faculty of the University. He shall, however, have the prior consent of the Board of Trustees before delegating major areas of authority or responsibility.

The vice presidents, deans, directors and all other subordinate administrative officers shall be subject to the supervision and direction of the President.

Subject to the regulations of the Board of Trustees, the President is the official spokesman for the University before all Federal, State, and local government offices, boards and agencies. He is the non-voting representative of the University on the Council on Public Higher Education.

The President is chairman of the University Senate and an ex officio member of the various college faculties. He may call meetings of the University Senate, the University Assembly and any college faculty.

The President is responsible for fostering and promoting education, research and service as the primary aims of the University. In this connection he may make policy recommendations to the Board, the University Senate and the Senate of the Community College System, which are recognized as the primary educational policy-forming agencies of the University. The President must, of necessity, in the day-by-day direction

of University affairs, interpret existing policies, and in some degree, establish new policy with respect to both educational and business and financial matters. Such policy determination shall be within the scope of his authority.

While it is the responsibility of the President to see that the rules and regulations of the Board of Trustees, the University Senate and the Senate of the Community College System are enforced, he shall provide also for the application of these rules and regulations to individual cases. He may suspend in a particular case under extraordinary circumstances a rule of the University Senate or the Senate of the Community College System, except rules about admission and the number of credits and quality points required for graduation.

The President shall serve as the official medium of communication between the Board of Trustees, on the one hand, and the University Senate, the Senate of the Community College System, the administrative officers, individual members of the faculty and staff, student organizations and students on the other. In this connection it shall be his responsibility to transmit to the Board all formal communications from the University Senate, the Senate of the Community College System and the Student Government along with the viewpoints of the body submitting a communication, including minority opinions, if any, and his own recommendations for action.

Incident to the administration of the University, the President may utilize subordinate administrative officers at his discretion. He may establish, with the approval of the Board, academic and/or administrative councils. He may appoint or have appointed such temporary or standing advisory or administrative committees as he may deem wise.

In the event of a vacancy in the office of President or disability of the President, the Vice President for Administration shall exercise the functions of the President in the absence of the appointment of an Interim President by the Board. If the Board finds it desirable to appoint an Interim President, it shall seek advice from a joint Board-Faculty committee to recommend the appointment of a President if such has been constituted or, if the committee has not been constituted, from the University Senate Council.

In some cases, the terms "bureau" and "office" may be used for units with some research functions, especially when they are not intercollege or interschool in nature.

A college is a major educational unit of the University. Its chief administrative officer is a dean.

The basic organization of the educational units of the Community College System shall be divisions and colleges.

The unit of the Community College System for instruction and community service in related fields of learning is the division. The chief administrative officer of a division is a chairman.

The individual community colleges and the Lexington Technical Institute are the major educational units of the Community College System. The chief administrative officer of a community college or the Lexington Technical Institute is a director.

2. Academic Ranks

Academic ranks in the University System shall consist of instructor, assistant professor, associate professor and professor, and of other ranks that are fully or partially equivalent to these recognized ranks.

Academic ranks in the Community College System shall include Instructor in the Community College System, Assistant Professor in the Community College System, Associate Professor in the Community College System, and Professor in the Community College System, and other ranks that are fully or partially equivalent to these recognized ranks.

Ranks and special titles and a description of the qualifications for each shall be established by the President after consultation with appropriate administrative and faculty groups including the Senate Council and/or the Community College Council. Likewise, emeritus ranks for retired administrative and academic personnel and the rights of holders of emeritus titles shall be as established by the President after consultation with the Senate Council and/or the Community College Council. The establishment of new ranks and major changes in criteria for ranks shall have the approval of the Board of Trustees.

3. The Graduate Faculty (University System)

The Graduate Faculty shall consist of the dean, associate and/or assistant deans as approved by the Board of Trustees, members and associate members.

Graduate Faculty members must possess the following qualifications:

The doctor's degree or the equivalent in scholarly reputation.

The rank of assistant professor (or equivalent) or higher.

Scholarly maturity and professional productivity as demonstrated by publications, editorial services, research surveys, creative work, patents and research in progress at the time of appointment.

Definite interest in graduate work and the willingness to participate in the graduate program.

Membership in the Graduate Faculty is conferred upon recommendation of the Dean of the Graduate School and approval of the President. The recommendations of the Dean of the Graduate School are made following review by the Graduate Council of the qualifications of the persons proposed for membership by the college deans, department chairmen and directors of graduate study.

Associate and other classes of members in the Graduate Faculty or in other faculty bodies or councils of the Graduate School may be appointed by the Dean of the Graduate School or elected, with appropriate duties and privileges, as are provided by the rules of the Graduate School and approved by the University Senate.

Members of the Graduate Faculty will have assignments of duties that take into account the time necessary for graduate teaching, productive research and service in the direction of graduate research and preparation of theses.

The Graduate Faculty shall have jurisdiction over all programs leading to graduate degrees within the limits established by the Board of Trustees and the policies and rules of the University Senate. It is the responsibility of the Graduate Faculty to safeguard and promote and assist in the development of research in all fields. The Graduate Faculty shall make recommendations to the University Senate on academic matters and to the President or to his designated officer on administrative matters.

The Graduate Faculty may perform its functions directly, through the Graduate Council, or through standing or special committees which it may appoint or authorize for appointment. The Graduate Council shall have the authority and responsibilities delegated to it by the dean, the Graduate Faculty and the University Senate.

4. Faculties of Colleges (University System)

The faculty of a college shall consist of its dean, any assistant and/or associate deans and all its personnel having the rank of assistant professor, associate professor or professor. Membership, with or without voting privileges, may in addition, be extended by a college faculty to any other person assigned to it for administrative work, teaching or research. An individual may be assigned to more than one faculty. In this instance, one assignment shall be designated by the President or his designated officer as the primary one.

The faculty shall hold regularly scheduled meetings. In addition, it shall meet in special session on the call of the President of the University, the dean of the college, or at the request of a prescribed number of its membership. Each college faculty shall establish the quorum for the transaction of business. Copies of minutes of college faculty meetings shall be made available to all members of the faculty of the college.

Consistent with the Governing Regulations of the Board of Trustees and the Rules of the University Senate, the faculty of each college shall establish its own rules, including a committee or council structure that is necessary for the performance

of its functions. Copies of the rules of the faculty and a description of its committee structure shall be made available to its members and a copy filed with the secretary of the University Senate.

Within the limits established by the regulations of the Board of Trustees and the policies and rules of the University Senate, the faculty of a college shall determine the educational policies of that college. It shall make recommendations to the University Senate on such matters as require the final approval of that body, and it may make recommendations on other matters to the University Senate, to the President, or to other administrative officials. The academic or scholastic requirements of a college may exceed, but not be lower than, those established for the institution as a whole by the University Senate or the Graduate Faculty. Any such differences in standards must be approved by the University Senate.

5. Faculties of Schools (University System)

The faculty of a school shall consist of the dean of the college of which it is an administrative unit, the associate dean or director who is the chief administrative officer of the school, and the members of the faculty of the college who have been assigned duties in the school. In addition, it shall include members of the faculties of other colleges who have joint appointments in the school or departments of the school.

Within the limits established by the regulations of the Board of Trustees, the policies and rules of the University Senate, and the policies and rules of the faculty of the college of which it is a unit, the faculty of a school shall determine the educational policies of the school. It shall be responsible for functions and duties assigned to it by the faculty of the college. For these purposes, it shall establish its own rules and determine its own committee structure. Copies of the rules and a description of its committee structure shall be made available to its members and a copy filed with the college of which it is a unit. It shall make recommendations to the faculty of the college on such matters as require the approval of that body. It may make recommendations on other matters to the dean or other administration officers of the college. The academic or scholastic requirements of a school may exceed, but not be lower than, those established by the college faculty.

Copies of the minutes of all school faculty meetings shall be made available to all members of the faculty of the school.

6. Departmental Faculty (University System)

The faculty of a department shall consist of a chairman and the members of the department who are members of the faculty of the school and/or college of which it is a member. In addition, membership, with or without voting privileges, may be extended by the departmental faculty to any other member of the departmental staff or to any person assigned to it for administrative work, teaching, research or service.

The departmental faculty has jurisdiction, with the approval of the dean and President, over matters concerning its internal policies, insofar as these do not conflict with other departments or with the rules of the University Senate or the faculties

of the school or college to which the department belongs. It should hold regularly scheduled meetings and is authorized to establish rules for procedure and a committee structure to deal with matters over which it has jurisdiction, copies being filed with the secretary (secretaries) of the school and/or college of which the department is a member. It has primary responsibility for the development of policies on such matters as academic requirements, courses of study, class schedules, graduate and research programs and service functions. It should establish with the department chairman procedures to be used within the department in making recommendations on the appointment of new members of the department, promotions, reappointments, terminal appointments, decisions not to reappoint, post-retirement appointments (X-C-8) and the granting of tenure, and the procedures to be used on the departmental level in its performance evaluations of department members and the preparation of budget requests.

The department chairman shall preside over all departmental faculty meetings, except as he may delegate this function, and shall be an ex officio member of all departmental committees. Copies of minutes of all departmental faculty meetings shall be made available to all members of the faculty of the department.

The academic or scholastic requirements of a department may exceed, but not be lower than, those of the school or college to which it belongs.

7. Staffs of Interdisciplinary Research Institutes (University System)

The staff of an interdisciplinary research institute shall consist of: (1) regular faculty members on a split appointment basis; (2) non-faculty employees appointed for the duration of a specific project; and (3) a director who shall also be a member of an academic department.

Academic rank may not be conferred by an interdisciplinary research institute nor tenure acquired solely through service in such a unit.

An interdisciplinary research institute shall be administratively responsible to the Dean of the Graduate School and Coordinator of Research unless specifically designated otherwise. A faculty advisory committee shall be appointed for each research institute by the officer to whom the unit is administratively responsible.

8. Faculty Organization in the Community College System

a. Faculty of Colleges

The faculty of a community college shall consist of all professional, instructional, library, and administrative personnel. An individual may have joint appointment to more than one faculty. In this instance, one assignment shall be designated by the Vice President for the Community College System as the primary one. The director of the college shall serve as chairman of the faculty.

The faculty shall hold regularly scheduled meetings. In addition, it shall meet in special session on the call of the President, the Vice President for

The division chairman shall preside over all divisional faculty meetings, except as he may delegate this function, and shall be an ex officio member of all divisional committees. Copies of minutes of all divisional faculty meetings shall be made available to all members of the faculty of the division and the director of the college.

9. Student Participation

Rules of procedure in educational units of the University shall provide for participation of students in the development of educational policies.

B. Administrative Organization

1. Definition

The administrative organization of the University is determined by the educational organization of the University and the teaching, research, service and other functions of the University. Each administrative officer, other than the President, shall be responsible to the President, directly or through his next superior officer, for the efficient operation of the organizational unit or functions for which he is responsible. The administrative organization is established by the President with the approval of the Board of Trustees. It may be expected to change with increasing size and change in functions of the University. The duties of administrative officers reporting directly to the President shall be those delegated by the President and described in the Administrative Regulations. Each administrative officer is expected to recommend to his superior the administrative organization necessary to carry out his assigned duties. The positions of academic deans, directors and department chairmen, with descriptions of major duties assigned, are described in these Governing Regulations. Major changes in administrative organization must be approved by the Board of Trustees.

Each administrative officer is authorized to establish administrative and/or advisory committees to aid in the performance of his functions.

2. Dean of the Graduate School and Coordinator of Research

The Dean of the Graduate School and Coordinator of Research is chairman of the Graduate Faculty and the Graduate Council. Under the broad direction of the President and the Vice President for Academic Affairs, he provides general planning, guidance and review for all of the University's endeavors in graduate instruction and research. He bears responsibility for the total research activity of the University, including the University of Kentucky Research Foundation, and for the coordination of research and graduate education. He has direct administrative responsibility for the interdisciplinary research institutes. He appoints associate members of the Graduate Faculty and recommends the appointment of regular members for

the approval of the President. He recommends on the appointment, promotion and granting of tenure to faculty members who may be involved in research and graduate programs of the University. He also recommends on budgets as they may affect research and graduate programs.

The President, Vice President for Academic Affairs, and the Dean of the Graduate School and Coordinator of Research shall be ex officio members of all committees of the Graduate School.

3. Dean of Undergraduate Studies

The Dean of Undergraduate Studies has the function, under the purview of the Vice President for Academic Affairs, of integrating and strengthening those aspects of undergraduate education of common interest to those appropriate colleges in the University System. He serves as chairman of the Undergraduate Council. He administers offices and programs designed to provide more effective instructional resources. He also has general responsibility for those undergraduate programs of a University-wide nature such as the Honors Program and the Undergraduate Research and Creativity Program. He shall have the same authority and responsibilities as those of a dean of a college in the administration of educational units that might be transferred to or developed under his office.

4. Deans of the Colleges

The dean of a college is the executive officer of his college. It is his function to see that the policies and regulations of the Board of Trustees, the Administrative Regulations, the Rules of the University Senate and the Rules of his college faculty are enforced. He is the chairman of his college faculty and is an ex officio member of all college committees. He is charged with overseeing the educational work of his college and its efficient conduct and management in all matters not specifically charged elsewhere. He is responsible for the curricula of his college, for the quality of instruction given therein, for the assignment of duties to all personnel and for the service rendered by the faculty of his college, individually and as a whole. He shall review the performance evaluations, submitted by the department chairmen, of members of his college. He shall be responsible for recommendations on salaries, salary changes, appointments, reappointments, terminal appointments, decisions not to reappoint, post-retirement appointments (X-C-8), promotions, and granting of tenure for members of his college or for ultimate action thereon when such authority has been delegated to him by the vice president to whom he reports or the President. He shall submit the budget request for his college and administer the budget when it is approved.

The dean of a college may have further administrative responsibilities delegated to him by the vice president to whom he reports or the President. These responsibilities may vary from college to college.

The dean is the spokesman for his college. In the event that he feels it necessary to depart from recommendations of his college faculty, he must communicate the college faculty's recommendation as well as his recommendation and notify the faculty of his action.

5. Directors of Schools (University System)

The director of a school (associate dean) serves as chairman of the faculty of the school in the performance of its assigned functions. He is an ex officio member of all committees of the school.

The director's administrative responsibilities will be those delegated by the dean of the college to which the school belongs.

The director is the spokesman for his school. In the event that he feels it necessary to depart from the recommendations of his school faculty, he must communicate the school faculty's recommendation as well as his recommendation and notify the faculty of his action.

6. Department Chairmen (University System)

The department chairman serves as chairman of the department faculty in the development by the department of policies on such matters as academic requirements, courses of study, class schedules, graduate and research programs and service functions. He presides over all departmental meetings, except as he may delegate this function, and is an ex officio member of all departmental committees. He has administrative responsibility for implementing the department's program within the limits established by the regulations of the University, policies of the University Senate and the rules of the college and of any school of which it is a part.

The department chairman is responsible for recommendations on the appointment of new members of the department, promotions, reappointments, terminal appointments, decisions not to reappoint, post-retirement appointments (X-C-8) and the granting of tenure. Procedures and criteria used in preparing recommendations shall be those established by the University, the college and the departmental faculty. As a minimum, the procedures must include consultation with all tenured members of the department and with all those with the rank of assistant professor or equivalent who have been members of the department for two years, except as noted below. All recommendations on matters listed above must include the written judgment of each consulted member of the department along with the recommendations of the chairman. The following exceptions may be made: (1) faculty members need not be consulted on recommendations for promotion affecting members with equivalent or higher rank, except that all faculty members with tenure shall be consulted on recommendations for granting of tenure; (2) faculty members without tenure need not be consulted on recommendations for granting of tenure; (3) the right to make recommendations on temporary appointments and/or appointments at the assistant professor level or below may be delegated, with these appointments to be reviewed by the tenured faculty of the department during the second semester of the first year of appointment.

The department chairman is responsible for the periodic evaluation of department members by procedures and criteria established by the University, the college and the departmental faculty.

The department chairman submits the budget request for his department and administers the budget after approval. He is responsible for making recommendations on salaries and salary changes.

In connection with the major administrative functions of the chairman, he must seek the advice of members of the department, individually or as a group, or of advisory committees that he may appoint.

The chairman is the spokesman for the department. In the event that he feels it necessary to depart from the opinion of the departmental faculty, he must communicate the department opinion as well as his own, stating his reasons for differing from the departmental opinion, and notify the department of his action.

7. Chairmen of Interdisciplinary Instructional Programs

The chairman of an interdisciplinary instructional program shall be a member of one of the academic departments participating in the program.

The chairman shall be responsible to the dean(s) of the college(s) in which the program is located and advise the dean(s) on staff and other needs of the program in connection with budget planning. He shall rely upon the advice of a committee of interested faculty drawn from the departments offering the courses composing the curriculum.

8. Directors of Community Colleges

The director of a community college is the chief administrative officer of his college. Under the general direction of the Vice President for the Community College System, the director is charged with general responsibility for the overall administration of his college. It is his function to see that these regulations, the Administrative Regulations, and the Rules of the Senate of the Community College System are enforced. He is the chairman of his college faculty and is an ex officio member of all college committees. Along with his faculty, he is responsible for the development and implementation of an instructional program commensurate with the purposes of a comprehensive community college. He is responsible for the curricula of his college, for the quality of instruction given therein, for the assignment of duties to all persons and for the service rendered by the faculty of his college individually and as a whole. He shall utilize through the office of the Vice President for the Community College System the provisions for liaison with colleges and departments of the University System for advisory assistance and services relating to the instructional program. He shall review and finalize the performance evaluations submitted by the division chairman or members of his college. He shall be responsible for recommendations on salaries, salary changes, appointments, reappointments, terminal appointments, decisions not to reappoint, post-retirement appointments (X-C-8), promotions and granting of tenure for members of his college or for ultimate action thereon when such authority has been delegated to him by the Vice President for the Community College System or the President.

With regard to students, the director is charged with the duty of administering the requirements and regulations of the community college concerning the admission, probation and dismissal of students.

Recommendations of the search committees shall be transmitted to the President through the normal administrative channels along with the recommendation of the administrative officer responsible for the appointment. Recommendations on the appointment of chairmen of academic departments or divisions shall be accompanied by written statements from at least the tenured members of the department or division.

4. Terms of Chairmen

a. Department Chairmen

The term of a department chairman's appointment shall be four years, except in the Colleges of Agriculture, Allied Health Professions, Dentistry, Home Economics, Medicine, Nursing and Pharmacy where it shall be six years. Ordinarily, a department member will be asked to serve as chairman for only one term. However, a chairman may be reappointed when the faculty advisory committee appointed to review the work of the department (Part IX) finds that the particular circumstances and needs of the department make it desirable. Reappointment beyond the second term may occur under exceptional circumstances when it is deemed to be in the best interests of the University. This practice may vary from discipline to discipline.

b. Chairmen of Interdisciplinary Instructional Programs

Insofar as applicable, the rules for the appointment and reappointment of a departmental chairman shall also apply to the appointment and reappointment of a chairman of an interdisciplinary instructional program.

c. Division Chairmen (Community College System)

The term of a division chairman's appointment shall be three years and he normally shall serve for no more than two consecutive terms. Reappointment beyond the second term may occur under exceptional circumstances when it is deemed to be in the best interest of the community college and has been recommended by the faculty advisory committee appointed to review the work of the division (Part IX).

B. Academic Appointments, Reappointments, Promotions, Granting of Tenure

All appointments, reappointments and promotions of the academic staff above the rank of assistant professor, or its equivalent for this purpose, or which carry tenure, shall be made by the Board of Trustees, acting upon recommendation of the President. Appointments, reappointments or promotions below the rank of associate professor and salary adjustments below \$15,000 may be finally approved by the President. He shall report his action to the Board of Trustees. The President may delegate the power to make appointments, reappointments and promotions that do not require approval by the Board. The President, following consultation with the Senate Council or the Community College Council as appropriate, shall establish such review systems as are appropriate to assist him in making informed judgments concerning academic appointments, promotions and granting of tenure.

AUTHORITY AND RESPONSIBILITIES IN COMMON FOR VICE PRESIDENTS (3.0-9.0)

The following Vice Presidents (3.0-9.0) are each recommended by the President to the Board of Trustees for appointment. They each shall have the following authority and responsibilities in common:

1. Each shall serve with authority from the President as the executive officer of his respective Office with responsibility for its organization, its operating policies and procedures and, where applicable, its teaching, research, and service programs.
2. Each shall enforce in his Office the regulations and policies of the University in accordance with the Governing Regulations, the Administrative Regulations, and, when applicable, the Rules of the University Senate or the Rules of the Senate of the Community College System.
3. Each shall recommend to the President on all appointments, promotions, tenure cases, dismissals, or changes of position including all salaries and salary changes of all members of his Office's faculty and/or staff in accordance with the Governing Regulations and the Administrative Regulations of the University.
4. Each shall prepare and administer the budget for his Office in accordance with directions from the President's Office.
5. Each shall certify all payrolls in his Office.
6. Each shall serve on the President's Cabinet in order to advise the President on matters concerning his Office and to provide liaison with the other principal administrative officers of the University.
7. Each shall serve as ex officio member of the University Senate.
8. Each shall perform such duties and carry out such assignments as may be delegated to him from time to time by the President.

**UNIVERSITY OF KENTUCKY
ADMINISTRATIVE REGULATIONS**

IDENTIFICATION
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DATE EFFECTIVE
3/1/72

SUPERSEDES REGULATION DATED

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PROCEDURES FOR THE APPOINTMENT, PROMOTION, GRANTING
OF TENURE AND TERMINATION OF FACULTY
IN THE UNIVERSITY SYSTEM

The University of Kentucky and its program can be no greater than the quality and performance of its faculty. The following procedures and criteria offer minimum standards and requirements that should be exceeded in most, if not all, cases. They have been developed solely for the purpose of continually upgrading the quality and performance of the faculty.

I. Appointments

All recommendations for appointment to the University faculty must originate with the department chairman (or with the dean, director or other appropriate administrator in an educational unit not having a department chairman) after due consultation with members of his faculty in accordance with the Governing Regulations. Where disagreement exists between the chairman and members of his faculty concerning a recommendation to appoint, the chairman must report this difference of opinion to his dean with adequate documentation. The appropriate criteria shall form the basis for judgment at all steps of the appointment process.

The precise terms and conditions covering each appointment shall be stated in writing on an official appointment record.

A. Instructors and Assistant Professors

The deans of the colleges have been delegated authority to make appointments, reappointments and terminal reappointments to the ranks of instructor and assistant professor without reference to an Academic Area Advisory Committee. These actions are reported by the dean to the Vice President for Academic Affairs or to the Vice President for the Medical Center.

B. Associate Professors and Professors

All recommendations for full-time appointments at the level of associate professor or above, with or without tenure, shall be supported by a file containing complete vita of the candidate, letters of evaluation from at least three qualified persons outside the University, the written judgment of each consulted member of the department in accordance with the Governing Regulations, a list of publications or comparable expressions of professional output and/or samples of the more significant professional contributions such as journal reprints. The recommendations of the chairman and the dean, with supporting file, shall be forwarded to the appropriate Academic Area Advisory Committee through either the Vice President for Academic Affairs or the Vice President for the Medical Center. A flow chart with further procedural comments is provided at the end of this administrative regulation. The Academic Area

Advisory Committee will make its recommendation back to the appropriate vice president, who will add his recommendation and forward the complete file to the President for his recommendation and subsequent action by the Board of Trustees.

Similar procedures for reappointments and terminal reappointments of non-tenured associate professors will be followed, except review by an Academic Area Advisory Committee will not be required.

C. Faculty, Veterans Administration-University of Kentucky Medical Center

Physicians and dentists, paid in part by the Veterans Administration, whose total efforts are in behalf of the education, research and patient care programs of the Medical Center are considered regular, full-time faculty members of the University of Kentucky with the rights and privileges thereof as set forth by the Governing Regulations and subject to the same administrative policies and procedures governing regular, full-time faculty.

D. Visiting Professors

The designation "visiting" before an academic title indicates that the holder of the title has a limited temporary appointment for an academic year, semester or summer term. The visiting title used should be appropriate to the appointee's home-base position, i. e., visiting professor, visiting associate professor, visiting assistant professor and visiting instructor. Where professorial rank or title does not appear to be suitable, the title "visiting lecturer" should be used. The appointment is made by the appropriate vice president without reference to an Academic Area Advisory Committee. A visiting appointment may be full- or part-time, salaried or unsalaried. The appointment is by definition a temporary one and the visitor is not eligible for faculty benefits, except that those with salaried full-time appointments are eligible for Blue Cross-Blue Shield coverage. The visiting title does not include eligibility for membership in the University Senate. Faculty membership, with or without voting privileges, may be extended a visiting appointee by his educational unit.

E. Part-time Faculty

Occasionally, a person who otherwise would be a voluntary faculty member can give a substantial fraction of his time to a college and that college may need and desire his extensive participation in its program. In such cases, he may be paid a stipend and be classified as a part-time faculty member. Part-time faculty are not eligible for the usual faculty benefits nor for membership in the University Senate. Faculty membership, with or without voting privileges, may be extended to a part-time faculty member by his educational unit.

F. Voluntary Faculty

Voluntary faculty members are those who have an official faculty appointment in a college for which no stipend or salary is received and who devote only a part of their time to a program. Usually such faculty members are engaged

in private practice, but they may hold full-time positions with other institutions and agencies. Voluntary faculty are not eligible for tenure, usual faculty benefits or membership in the University Senate. Faculty membership, with or without voting privileges, may be extended to one of its volunteer faculty by his educational unit.

G. Lecturer

A lecturer is a professionally qualified appointee whose services are contracted primarily for teaching purposes and normally on a part-time basis. The appointment of a lecturer by the appropriate vice president without reference to an Academic Area Advisory Committee may be for one year, or other stated period not to exceed one year, subject to renewal. Tenure will not be gained by an appointee to this title. Lecturers are not eligible for membership in the University Senate, sabbatical leave or University retirement. However, lecturers with full-time appointments are eligible for Blue Cross-Blue Shield coverage. Faculty membership, with or without voting privileges, may be extended to a lecturer by his educational unit.

H. Adjunct Professors

An adjunct professor is a fully qualified research or creative person who is paid more than 50 percent of his salary from a non-University source, but who contributes significantly to teaching and/or research. An adjunct professor will not be granted tenure, University retirement, University insurance benefits or sabbatical leave. He is entitled to all of the other University benefits of the regular series. Faculty membership, with or without voting privileges, may be extended to an adjunct professor by his educational unit.

I. Emeritus Professors

Upon retirement, an administrative officer or tenured faculty member will retain his title with the designation of "emeritus". See Amendment, page 23.

J. Named Professorships

Individuals appointed to "named professorships" will meet all criteria for the rank of professor and, in addition, will have acquired national reputation for excellence in instruction and scholarship in the discipline. The named professorship will provide specifically identified resources for program support of a professor and it is expected that a significant portion of the compensation and program support allocations will come from endowment income or extramural gifts.

II. Promotions

Recommendations to promote must originate with the department chairman (or with the dean, director or other appropriate administrator in an educational unit not having a department chairman) and must include the written opinion of each faculty member of the educational unit who was consulted in accordance with the Governing

Regulations. Promotion files must include a complete vita of the candidate, evaluation of his teaching ability, a list of his research publications, patents, writings or other professional output and representative samples of the same. This complete file with a letter of recommendation from the department chairman is forwarded to the dean for his review and recommendation. Each dean is encouraged to appoint a college committee to review and advise him on some or all recommendations to appoint and promote.

A. Promotions from Instructor to Assistant Professor

The deans of the colleges have been delegated authority to make promotions from the rank of instructor to assistant professor. Such actions will then be forwarded through the appropriate vice president to the President and the Board of Trustees.

B. Promotions to Associate Professor or Professor

Such promotions will follow the same process as indicated in the preceding introduction and will be cleared through the appropriate vice president to the concerned Academic Area Advisory Committee for its recommendation to the vice president. Promotion files must also include at least three letters of evaluation from qualified persons outside the University. The Area Committee's report will be returned to the appropriate vice president, who will add his recommendation and forward the file to the President for his recommendation and subsequent action by the Board of Trustees.

C. Failure to Support a Recommendation for Promotion

Whenever a recommendation to promote is disapproved at any level, this fact must be reported back to the preceding levels with supporting reasons and an opportunity provided for a thorough discussion of the recommendation among the concerned parties.

D. Review Periods

An individual shall not remain as instructor in the University system for more than three years. If after that period promotion to a higher rank cannot be justified, employment as an instructor at the University shall be terminated. Non-tenure appointments at the assistant professor or associate professor levels shall not exceed seven years, including previous full-time service at the rank of instructor or higher at other institutions of higher learning, except that no more than three years of previous service may be counted against this seven-year probationary period. Reviews shall follow the usual procedures for recommendations to promote and must be completed in time for the individual to be notified of the result in accordance with the Governing Regulations (X-B-4). Assistant professors must either be promoted at the end of the probationary period or have their appointments terminated.

III. Tenure

A. Types of Appointment

Full-time appointments shall be of three kinds: (1) non-tenure appointments; (2) tenure appointments; and (3) post-retirement appointments.

B. Appointments Records

The precise terms and conditions covering each appointment shall be stated in writing on an official appointment record. Notice of reappointment shall be in the possession of the appropriate administrative officials and the appointee as soon as administratively feasible before the renewed appointment begins.

C. Review Periods

Non-tenure appointments may be for one year or for other stated periods, subject to renewal, but the total non-tenure period shall not exceed seven years, including previous full-time service with the rank of instructor or higher in other institutions of higher learning. A faculty member with more than three years in the academic profession, who is called from another institution and appointed at the rank of associate professor or below, may be required to serve in a probationary status for a period not to exceed four years, even though his total probationary period in the academic profession is extended beyond seven years. Time spent on leave of absence shall count as probationary period service, unless the University in granting the leave and the individual in accepting it agree to the contrary. Individuals initially appointed at the rank of full professor may be given non-tenure status for a period not to exceed one year.

Following appropriate review periods not exceeding in duration those described in the preceding paragraph, all persons of associate professor or higher rank shall be given tenure or have their appointments terminated; all persons of assistant professor rank (or equivalent ranks as adjudged by the President) shall be promoted to associate professor with tenure or have their appointments terminated except in those cases where approval is granted for appointment with tenure in the special title series. Established appointment, promotion and review procedures shall be followed in making these decisions.

An assistant or associate professor with tenure, whose promotion to higher rank has not been considered by an Academic Area Advisory Committee for a period of six years, shall be given an opportunity for such consideration. A recommendation for promotion, either affirmative or negative, shall be initiated by the individual's academic unit and forwarded by the Dean, with his own recommendation, before December 1 of the seventh year, to the Vice President for Academic Affairs or the Vice President of the Medical Center, as appropriate. If the recommendation is negative, the vice president will so advise the individual professor and invite him to furnish vita, reprints and suggested names of references outside the University for the development of a file for submission to his Academic Area Advisory Committee for evaluation. The individual professor, within 60 days of notification, shall reply in writing to the vice president either accepting or declining this opportunity for an evaluation of his file by his Academic Area Advisory Committee. In case of acceptance, the Academic Area Advisory Committee will review and evaluate the

file and recommend to the vice president in the usual manner. In case of declination, the provision of another opportunity for consideration of the individual's promotion by an Area Academic Advisory Committee shall not be mandatory until six more years have passed.

D. Notification of Termination of Non-Tenure Appointments

Part-time, visiting or temporary short-term appointments with explicit terminal dates of one academic year or less terminate at the expiration of the term without notice.

For those employed year-to-year on a fiscal or academic year basis, notification of termination of employment at the end of the first year of service shall be given not later than March 1 if the appointment expires at the end of that year, or as soon as administratively feasible if the one-year appointment terminates during the academic year. Notification of termination of appointment at the end of the second year of service shall be given no later than December 15 if the appointment expires at the end of that year, or six months in advance if the appointment expires during the year. Notification of termination of appointment after more than two years of service shall be given at least 12 months before expiration of the appointment. Notice of termination of appointment of those on post-retirement appointment shall be no less than six months.

In cases where a department's recommendation for reappointment for a specific term is rejected by the dean and a terminal appointment is offered instead, the following procedure will be employed. If the tenured members of the departmental faculty and the chairman reaffirm their recommendation and so request by majority vote, the appropriate vice president will refer the matter to the appropriate Academic Area Advisory Committee (or an ad hoc advisory committee especially formed for the purpose). The committee in its deliberations will address itself to the scholarly potential of the individual, his ability as a teacher and other professional qualifications indicative of a probable eventual tenure appointment and will submit a written recommendation to the vice president. After considering the committee's report, the vice president will make his recommendation to the President. See Amendment, page 23.

E. Termination of Tenure Appointment or Unexpired Non-Tenure Appointment

1. Reasons for Termination

Except in cases of financial emergency, the termination of a tenure appointment or the dismissal of a person prior to the expiration of a non-tenure appointment shall, in accordance with KRS 164.230, be only for reasons of "incompetency, neglect of or refusal to perform his duty, or for immoral conduct".

In the instance of termination because of a financial emergency, the faculty member may have the issues reviewed by the University Senate Advisory Committee on Privilege and Tenure with the right of appeal to the President and Board of Trustees. The faculty member shall be given

notice as soon as possible and never less than 12 months' notice. The released faculty member's place shall not be filled by a replacement within a period of two years, unless the released faculty member has been offered reappointment and a reasonable time within which to accept or decline it.

2. Procedure

Dismissal of a faculty member with continuous tenure or of a non-tenured member before the end of his specified term of appointment shall be preceded by discussions between the faculty member and an appropriate administrative officer or officers looking toward a mutual settlement. In the event of failure to arrive at an agreed upon settlement, the appropriate academic vice president shall be responsible for the preparation of a reasonably particularized statement of charges which shall be furnished to the faculty member and the University Senate Advisory Committee on Privilege and Tenure. The committee shall make an informal investigation for the purpose of attempting to effect an adjustment and, in the case of failure, to recommend to the President whether, in its opinion, dismissal proceedings should be undertaken. Its opinion shall not be binding upon the President.

If the President initiates dismissal proceedings, the individual concerned shall have the right to be heard initially by a University Senate Hearing Committee (Privilege and Tenure).

The faculty member shall be informed in writing by the President of the specific charges against him at least twenty days prior to the hearing. At least seven days prior to the hearing, the faculty member must answer the charges in writing. The faculty member may waive the hearing. If he waives the hearing, but denies the charges against him or asserts that the charges do not support a finding of adequate cause, the hearing tribunal shall evaluate all available evidence and rest its recommendation upon the evidence in the record.

The committee, in consultation with the President and the faculty member, will exercise its judgment as to whether the hearing should be public or private. During the proceedings the faculty member will be permitted to have an academic advisor and counsel of his choice. At the request of either party or the hearing committee, a representative of a responsible educational association shall be permitted to attend the proceedings as an observer. A full stenographic record of the hearing or hearings will be taken and made available to the parties concerned. The burden of proof that adequate cause exists rests with the institution, and shall be satisfied only by clear and convincing evidence in the record considered as a whole. If the faculty member's competence is in question, the testimony should include that of qualified faculty members from this and/or other institutions of higher education.

Upon the conclusion of the hearing, the committee shall report to the President that adequate cause for dismissal has or has not been established by

the evidence in the record. It may, in addition, recommend that, although adequate cause for dismissal has been established, an academic penalty less than dismissal would be more appropriate, giving supporting reasons for the recommendation. If the President rejects the report, he will state his reasons in writing to the committee and to the faculty member, and provide an opportunity for response before transmitting the case to the Board of Trustees.

A decision adverse to the faculty member may be made only after an opportunity has been given for an additional hearing before the Board of Trustees as required by KRS 164.230. The Board will either sustain the recommendations of the committee and the President or return the proceedings to the President and the committee with specific objections. The committee will then reconsider, taking into account the stated objections and receiving new evidence if necessary. The Board of Trustees will make the final decision after a study of the committee's reconsideration.

3. Suspensions

Until the final decision upon termination of an appointment has been reached, the faculty member will be suspended, or assigned to other duties in lieu of suspension, only if immediate harm to himself or others is threatened by his continuance. Before suspending a faculty member, pending an ultimate determination of his status through the hearing procedures, the President will consult with the University Senate Advisory Committee on Privilege and Tenure. Salary will continue during the period of suspension.

F. Academic Freedom of Non-Tenured Faculty

If a faculty member on a non-tenure appointment or a member on a post-retirement appointment alleges that a decision not to reappoint him was caused by considerations violative of academic freedom, or that he was given less advance notice than that specified in these regulations, his allegations shall be given preliminary consideration by the University Senate Advisory Committee on Privilege and Tenure, which will seek to settle the matter by informal methods. His statement shall be accompanied by a statement that he agrees to the presentation for the consideration of the Senate committees of such reasons and evidence as the University may allege in support of its decision. If the difficulty is unresolved at this stage, and if the committee so recommends, the procedures set forth in E-2 shall be applied, except that the faculty member making the complaint is responsible for stating the grounds upon which he bases his allegations, and the burden of proof shall rest upon him. If he succeeds in establishing a prima facie case, it is incumbent upon those who made the decision not to reappoint him to come forward with evidence in support of their decision.

G. Resignation

Notice of resignation should be given early enough to obviate serious inconvenience to the University. If a faculty member desires to terminate an existing

appointment, or to decline a renewal in the absence of notice of non-renewal, he shall give written notice of not less than three months if his rank is instructor or assistant professor, and not less than four months if his rank is higher, before the end of his duties during an academic year (exclusive of a summer session) or thirty days after receiving notification of the terms of his appointment for the coming year, whichever date occurs later. However, he may properly request a waiver of this requirement in case of hardship or in a situation where he would otherwise be denied substantial professional advancement.

H. Administrative Personnel

Administrative personnel who hold academic rank are subject to the foregoing regulations in their capacity as faculty members. Where an administrator alleges that a consideration violative of academic freedom significantly contributed to a decision to terminate his appointment to his administrative post, or not to reappoint him, he shall be entitled to the same procedures as non-tenured faculty who have alleged violation of academic freedom.

I. Graduate Student Academic Staff

In no case shall an appointment of a graduate or teaching assistant be terminated before the end of the period of appointment without the individual being provided with the opportunity to be heard before the University Senate Advisory Committee on Privilege and Tenure.

Likewise, a graduate or teaching assistant who has established a prima facie case to the satisfaction of the committee that a consideration violative of academic freedom significantly contributed to the non-reappointment shall be given a statement of reasons by those responsible for the non-reappointment and an opportunity to be heard by the University Senate Hearing Committee (Privilege and Tenure).

J. Opportunities for Hearings

In no case shall a member of the academic staff who is not otherwise protected by the preceding regulations which relate to dismissal proceedings be dismissed (termination before the end of a period of appointment) without having been provided with a statement of reasons and an opportunity to be heard before the University Senate Advisory Committee on Privilege and Tenure.

Likewise, a member of such an academic staff who establishes a prima facie case to the satisfaction of the University Senate Advisory Committee on Privilege and Tenure that a consideration violative of academic freedom significantly contributed to his non-reappointment shall be given a statement of reasons by those responsible for the non-reappointment and an opportunity to be heard by the University Senate Hearing Committee (Privilege and Tenure).

K. Change of Assignment

When it is to the best interests of the institution, and if the professional status

of an individual is not seriously jeopardized thereby, a change in the duties assigned to an individual may be made without such a change of assignment being regarded as a violation of his privilege or tenure rights.

IV. Criteria of Evaluation for Faculty Appointment and Promotion

A. Areas of Activity

Four areas of activity are important in the evaluation of faculty for appointment and promotion: (1) teaching, including both formal classroom activities and informal influence on students' growth; (2) research and other creative productivity; (3) professional status and activity; and (4) University and public service.

Since all appointments and promotions will be made on the basis of merit, a detailed statement on each of these areas will serve as a guide to review committees evaluating the accomplishments of a faculty member. These criteria apply to persons appointed in the regular title series.

1. Teaching and Student Relations

Markedly superior teaching and advising are recognized as distinct values and should be used as evidence for appointment and promotion. Recognition should also be taken of a faculty member's contribution to student welfare through service on student-faculty committees or as an advisor to student organizations.

Objective evidence of the quality of teaching must be obtained and used in the final report. Such evidence should consist of: (1) reports by colleagues qualified in the field; (2) evaluations by students and, if available, graduates; and (3) when appropriate, the subsequent accomplishments of graduates whose major work has been supervised by the individual under consideration.

2. Research and Other Creative Productivity

The individual under consideration must show evidence of continuing research or creative activity in his particular field. Normally, publication in whatever form considered appropriate for the field will constitute this evidence. Evaluation of the quality of this publication is imperative, and specialists in the field from both inside and outside the University should be called upon to testify to the value of the individual's research. Since certain types of research or creative work require a longer period of development before publication than do others, evaluation should also be made of work in progress, particularly in cases where retention is involved. It should be understood that in certain activities, "publication" as used in this document may be achieved in modes different from those of the sciences and the book-based disciplines.

3. Professional Status and Activity

The demonstration that the abilities of the individual under consideration are recognized outside the University is important in evaluation, but it must be understood that such recognition must be weighted according to rank. Obviously, a candidate for the lowest rank will not be likely to have achieved wide recognition. There are many ways in which extramural recognition may be evidenced, and those entrusted with evaluation will use the kind of evidence appropriate to their fields. Qualitative rather than quantitative judgments should be made.

4. University and Public Service

Effective participation in activities appropriate to the formation of educational policy and faculty government, and effective performance of administrative duties are to be taken into consideration in the evaluative process. A service component is a normal part of a faculty member's obligation to the University.

Service to the community, state and nation must also be recognized as positive evidence for promotion, provided that this service emanates from the special competence of the individual in his field and is an extension of his role as a scholar-teacher. Public service unrelated to this role does not constitute evidence for appointment, promotion or a merit increase.

B. Balance and Intellectual Attainment

A major consideration in any appointment or promotion which carries tenure must be superior achievement in the various activities discussed in the preceding paragraphs. While the proportion of these activities may vary in terms of the individual's assignments and his specialty, it must be recognized that superior intellectual attainment is evidenced both by the quality of the individual's teaching and the quality of his research or other creative activity. Ideally, individuals selected for the tenure ranks should demonstrate superiority in all of the major criteria discussed here, and while special circumstances may cause the weight of emphasis on each to vary, care must be taken to insure that outstanding performance in a single activity does not obliterate the other factors that should be considered in evaluating academic excellence.

C. General Criteria for Ranks

Although it would be impossible to specify the exact criteria for judging an appointment or promotion to any one particular rank, a few general statements are made as guides to review committees.

1. Assistant Professor

Appointment or promotion to the rank of assistant professor should be made when it has been determined that the individual has a current capability for

good teaching, research and University service and a potential for significant growth in these areas, and the terminal degree appropriate to his field.

2. Associate Professor

The promotion to associate professor should be made only after an indication of continuous improvement and contribution of the individual both in teaching and research or other creative productivity. Furthermore, the individual should have earned some regional recognition for excellence in his field.

3. Professor

A promotion to the rank of full professor is an indication that in the opinion of colleagues, this individual is outstanding in teaching and in research or other creative productivity and has earned national and perhaps international recognition. It should be further stressed that this rank is a recognition of attainment rather than of length of service.

V. Criteria for Classifying University of Kentucky Faculty in a Professorial Series for Those Involved in the Extension or Applied Activities of Their Discipline On or Off Campus

The Special Title Series for Extension consists of: (1) assistant extension professor; (2) associate extension professor; and (3) extension professor.

This classification procedure has been established to provide a system of evaluation and promotion for those University faculty whose primary assignment is to one of the University extension programs serving the citizens of the Commonwealth.

A. Criteria for Ranks

1. Assistant Extension Professor

In order to qualify for appointment in this series, a candidate must hold the terminal degree appropriate to his field, plus certification where required in the field. Further, a candidate must be judged to possess the essential teaching and organizational skills prerequisite to successful development and administration of a University service program and show evidence of potential for future professional growth.

2. Associate Extension Professor

In addition to meeting the criteria for assistant extension professor, appointment or promotion to the rank of associate extension professor shall be based upon:

- a. Evidence of professional development on a state and regional basis as indicated by such factors as:

- (1) Leadership
 - (2) Participation in professional organizations
 - (3) Requests to serve as consultant, advisor or expert participant
 - (4) Recognition for outstanding service in the field of specialization
- b. Demonstration of substantial instructional and organizational skills in the specialization as evidenced by such achievements as:
- (1) Development of training or instructional programs
 - (2) Preparation of public information materials
 - (3) Publication of useful and creative articles in professional journals
 - (4) Generation and dissemination of new knowledge and data through such activities as evaluation and interpretation of research, conducting demonstrations, surveys and other field activities
 - (5) Development of new concepts, designs, systems or procedures useful in the specialization
- c. Demonstration of significant contribution of service to the University and community.

Application of the above criteria should be weighted in terms of the individual's assignment.

3. Extension Professor

Promotion or appointment of an individual to the rank of extension professor, in addition to meeting the criteria mentioned above, is based on continued broad professional growth and distinguished achievement in his particular assignment. The required level of performance is defined by:

- a. Outstanding leadership and service to the profession as evidenced by regional and national recognition
- b. Innovative and effective approaches to the problems in his field
- c. National recognition in teaching, planning and development of programs
- d. Substantial achievement as a scholar in his field as measured by mode of publication suitable to his specialty and maintenance of contact with and development and application of new knowledge relevant to his specialty

B. Appointment Procedure

All recommendations for appointment, reappointment or terminal reappointment in the Special Title Series for Extension shall be initiated by the chairman of the department to which the individual is assigned (or by the appropriate dean if the individual has no departmental affiliation). Each recommendation shall consist of a file which includes a complete vita of the appointee together with:

1. Letters of evaluation and recommendation from the subject matter department chairman and all other superior officers within the college who will be directly involved in administering the appointee's program of work.
2. Letters of evaluation and recommendation from members of the educational unit who were consulted in accordance with the Governing Regulations.
3. At least three letters of evaluation from qualified persons outside the University.
4. Recent faculty performance evaluations, if available.
5. A list of professional publications together with recent samples, programs and teaching materials.

This complete file is forwarded to the dean of the college where the review and recommendations procedures shall be those followed for regular academic appointments.

VI. Special Title Series Appointments

A. Introduction

The University requires the services of professionally competent people in certain selected areas to meet the teaching and service responsibilities for those areas whose endeavors do not include research or creative work. To meet these requirements effectively and to be competitive in the manpower market, a "Special Title" professional series is established as defined below.

B. Definition and Illustration

1. The Special Title series shall be a professional series paralleling, above the rank of instructor, the regular series. To be appointed or promoted to the rank of Professor (or Assistant or Associate Professor) of Applied Music, Clinical Medicine, etc. --the Special Title series--an individual shall be judged by the criteria appropriate and approved for the special position.
2. To establish Special Title positions and criteria, the initiating department shall prepare a document, to be approved by the dean of the college concerned and by the appropriate vice president, which will:
 - a. Demonstrate the need for such a position
 - b. Suggest an appropriate descriptive title
 - c. Propose criteria for appointment and promotion to each of the three ranks within the title series
3. The proposed criteria will be referred to an appropriate Academic Area Advisory Committee for evaluation and revision.

C. Appointment, Promotion, Tenure and Review Criteria and Procedure

1. Persons appointed or promoted to a Special Title series rank shall be reviewed in a like manner to those of the regular series. However, the special needs of the position shall be taken into consideration. This series is not intended to serve as a means for appointing or promoting, in the regular disciplines, individuals who are unable to qualify for appointment or promotion because of demonstrated lack of research competence.
2. Promotion to the associate professor or professor ranks in the Special Title series does not automatically qualify a person for membership in the Graduate Faculty.
3. Before an individual can be recommended for appointment or promotion in the Special Title series, the position must already have been approved.

D. Conditions and Benefits of Employment

1. Appointment to a Special Title position will not normally imply a specific responsibility to engage in research.
2. In all other respects, the conditions and benefits of employment will be the same in the Special Title series as in the regular series.

VII. Appointment, Promotion and Tenure of Librarians

A. Appointment

1. The Director of Libraries, acting with the approval of the Vice President for Academic Affairs, shall make appointments to the ranks of Librarian IV and III, subject to the criteria set forth below. Recommendations for appointment to the ranks of Librarian II and I shall be made to the Vice President for Academic Affairs by the Director of Libraries after consultation with appropriate members of the library staff.
2. All librarians shall have earned an A.B. or B.S. degree, or its equivalent, and a graduate (fifth year) degree in library science. Upon recommendation of the Director of Libraries, relevant experience or a master's degree in a field other than library science may be substituted for the degree in library science.
3. Persons appointed to the rank of Librarian III shall, in addition to the provisions of A-2, have had at least three years of successful experience. Upon recommendation of the Director of Libraries, graduate study, in addition to that specified in A-2, may be substituted for part or all of the three years of practical experience.
4. Appointees to the rank of Librarian II and I shall, in addition to the provisions of A-2, have had not less than five years of successful experience.

Additional experience may be required if such training is appropriate to the position. They shall also have demonstrated subject specialization, supervisory or administrative ability where such abilities are appropriate to the position. A master's degree or a doctorate in a subject field may be taken as evidence of subject specialization.

B. Promotion

1. Promotion from the rank of Librarian IV to Librarian III shall be made by the Director of Libraries after consultation with the appropriate assistant director and department head and with the approval of the Vice President for Academic Affairs. Promotion shall be in accordance with the criteria and time limits set forth below.
2. Recommendations for promotion from Librarian III to Librarian II and Librarian II to Librarian I shall be made by the Director of Libraries to the Vice President for Academic Affairs after consultation with an appropriate advisory committee. The criteria and time limits set forth below shall be taken into consideration.
3. An individual shall not remain at the rank of Librarian IV for more than five years. If, after that period, promotion to Librarian III cannot be justified, employment as a librarian shall be terminated with notice as required by the Governing Regulations. In granting promotion to the rank of Librarian III, the annual written faculty performance reviews shall be taken into consideration. These reviews shall be conducted in terms of criteria appropriate to the person's assigned duties but with attention given to his general professional development and activities and any research and/or publication which may have been done as well.
4. Promotion from Librarian III to Librarian II and from Librarian II to Librarian I shall be based upon faculty performance and professional development. The individual must have achieved recognition in his field in a mode appropriate to his specialty. In addition to demonstrated performance and ability, the candidate shall have had at least five years of library-related experience and been granted tenure either as a Librarian III or at the time of his promotion to Librarian II. In no case shall the assignment of administrative duties be a requirement for promotion to the rank of Librarian II or Librarian I.

C. Reappointment and Tenure

1. The rank of Librarian IV shall be non-tenured and the appointment shall be for one year, or other stated period, subject to annual renewal for a maximum of five years (see B-3). The annual renewal shall be based upon a satisfactory written faculty performance review.
2. Persons holding the rank of Librarian III shall have non-tenured one-year appointments, subject to renewal upon review. The criteria for review

shall be as set forth in B-3 but with more weight being given to professional growth and development. The total non-tenured service period of a Librarian III shall not exceed seven years, including previous full-time service as a professional librarian at another institution or as a Librarian IV.

3. Tenure shall not be automatic with any rank but shall be earned by satisfactory service during the seven-year probationary period.
4. At any time deemed appropriate during the seven-year probationary period, tenure may be granted to a Librarian III by the usual procedure of recommendation to the Vice President for Academic Affairs by the Director of Libraries with the advice of an appropriate advisory committee. In order to receive tenure the individual must have achieved recognition in his work in a mode appropriate to his specialty.
5. In a case of a librarian with more than three years of experience who is appointed as Librarian II or below, it may be required that he serve on a probationary status for a period not to exceed four years. Individuals initially appointed at the rank of Librarian I may be given non-tenured status for a period not to exceed one year.

D. General Considerations

1. The terms of employment shall be set forth in the Notice of Appointment.
2. An annual review of each staff member's performance shall be conducted by the Director of Libraries. He shall call for a written report from the staff member's department head or supervisor. The review shall be conducted in terms of criteria appropriate to the staff member's grade, but with particular attention given to assigned duties, as well as to general professional development, participation in professional activities and any research and/or writing which may have been done.

E. Conditions of Employment

1. Appointees to the various grades of librarians are eligible for sabbatical leave in accordance with stated University sabbatical leave policies, for participation in the University Retirement System on the same basis as faculty members of equivalent rank and for other appropriate benefits and privileges available to faculty members of equivalent rank.
2. Librarians are eligible for membership in the University Senate under established procedures.
3. Appointment as a librarian will not normally imply a specific major responsibility to engage in research and writing.
4. Librarians are eligible to apply for research grants as a principal investigator if permitted by the granting authority, subject to the approval of the Director of Libraries.

VIII. Adjunct Series

A. Definition

1. The phrase "Adjunct Series", used parenthetically, modifies professorial titles and designates fully qualified research or creative personnel who are employed by a non-University agency, but contribute significantly to teaching and/or research. The President, upon recommendation and advice from the appropriate Academic Area Advisory Committee, shall approve the establishment of all positions to be filled by appointments to titles in this series. Approval shall include an appraisal of the level of teaching to be performed in the position.
2. (Adjunct Series) may be used to modify regular or special professorial titles, e.g., Associate Professor of Medicine (Adjunct Series), Associate Professor of Clinical Medicine (Adjunct Series), but it will not be employed unless the individual's salary is defrayed from non-University funds to the extent of 50 percent or more.

B. Terms of Appointment

Normal periods of service are the same for corresponding ranks in the professorial series. Tenure will not be granted an appointee in this series. The terms of an appointment shall be noted in the employment record.

C. Appointment and Promotion Procedures and Criteria

Procedures for appointment and promotion to titles in this series are the same as those for the professorial series. Criteria for appointment and promotion shall parallel those established for the professorial title assigned, except that appraisal of the candidate shall take into account, as appropriate, a heavier work load in assigned responsibilities. Promotion to the associate professor or professor ranks does not automatically qualify a person for membership in the Graduate Faculty.

D. Conditions of Employment

An appointee to a title in this series is eligible for all benefits of the regular series except tenure, retirement and insurance benefits, and sabbatical leave.

IX. Academic Area Advisory Committees

A. Purpose

The Academic Area Advisory Committees are established for the purpose of providing the President with a systematic and broad base of advisement from both faculty and administration on matters of appointment, promotion and tenure.

B. List of Academic Area Advisory Committees

1. Biological Sciences
2. Humanities and Arts
3. Physical and Engineering Sciences
4. Social Sciences
5. Medical Center Clinical Sciences and Special Title Series
6. Extension Title Series
7. Other Professions

C. Composition of Academic Area Advisory Committees

The membership of each Academic Area Advisory Committee will consist of no fewer than five members appointed by the President from a list of candidates provided by the Senate Council. The list shall include at least twice as many names as there are vacancies. Members will be full professors who will serve two-year terms, which will be staggered to insure continuity of membership, the President designating the chairman of each committee.

D. Selection of Committee Members

The membership of the committee should have as broad a representation as possible from the departments and colleges it serves. No department shall be represented by more than one person. Membership on Area Committees shall be rotated among departments so that over a period of years all departments shall be represented. Any Area Committee may recommend that the appropriate vice president appoint ad hoc committees to handle cases requiring additional and expert advice from people well qualified in the particular discipline involved. Ad hoc committees will be discharged as soon as their reports are submitted to the Area Committees. The Area Committees should acknowledge the advice of the ad hoc committees in preparing their recommendations to the appropriate vice president.

E. List of Departments and Colleges Assigned to the Several Academic Area Advisory Committees

Biological Sciences

Agronomy
Anatomy
Animal Pathology
Animal Sciences
Anthropology (biological phase)
Biochemistry
Botany
Cell Biology
Entomology
Forestry

Health, Physical Education and Recreation (biological phase)
Horticulture
Materia Medica
Microbiology
Nutrition and Food Science (biological phase)
Pharmaceutical Chemistry
Pharmacology
Pharmacy
Physiology and Biophysics
Plant Pathology
Psychology (biological phase)
Zoology

Humanities and the Arts

Architecture (art phase)
Art
Classical Languages and Literatures
English
French Language and Literature
Germanic Languages and Literatures
History
Home Economics (art and design phase)
Journalism
Music
Philosophy
Telecommunications
Theatre Arts
Slavic and Oriental Languages and Literatures
Spanish and Italian Languages and Literatures
Speech

Medical Center (Clinical Sciences)

Allied Health Professions
Dentistry
Medicine
Nursing
Pharmacy

Physical and Engineering Sciences

Agricultural Engineering
Architecture (mechanical phase)
Chemical Engineering
Chemistry
Civil Engineering
Computer Science

Electrical Engineering
Engineering Mechanics
Geology
Mathematics
Mechanical Engineering
Metallurgical Engineering and Material Sciences
Physics and Astronomy
Statistics

Social Sciences

Accounting
Administration and Supervision
Agricultural Economics
Anthropology (social phase)
Behavioral Science (social phase)
Business Administration
Community Medicine (social phase)
Curriculum and Instruction
Economics
Educational Psychology and Counseling
Geography
Health, Physical Education and Recreation (social phase)
Higher and Adult Education
Home Economics (business and behavioral science phases)
Law
Political Science
Psychology (social phase)
Rural Sociology
Social and Philosophical Studies
Sociology
Special Education
Vocational Education

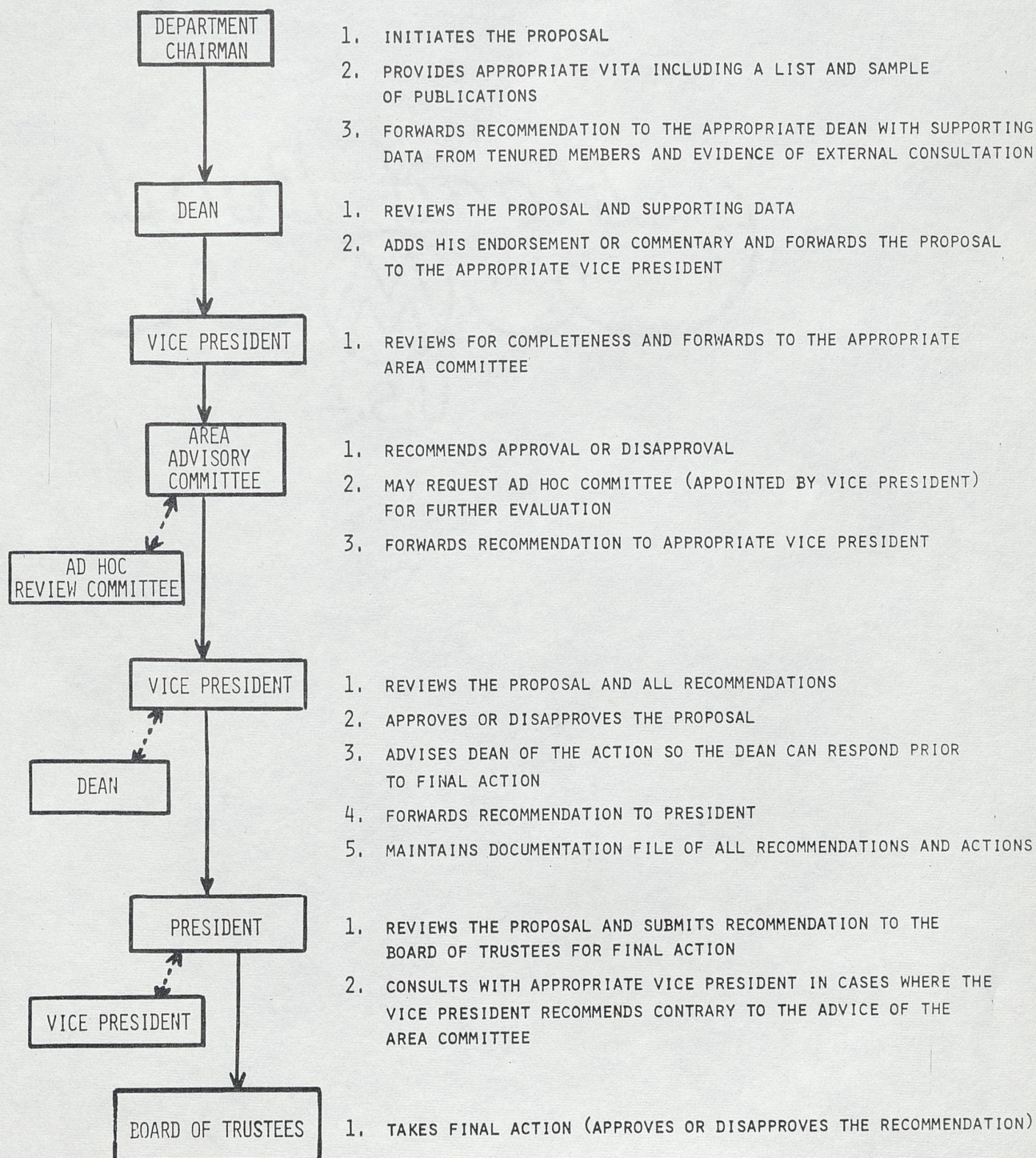
Other Professions

Home Economics (College of)
Architecture (College of)
Library Science (College of)
Social Professions (College of)

Extension Title Series

X.

PROCEDURAL FLOW CHART FOR
ACADEMIC APPOINTMENT, PROMOTION, GRANTING OF TENURE AND TERMINATION
FOR THE
DIVISION OF COLLEGES AND THE MEDICAL CENTER



AMENDMENTS

Section I, I, page 3 is amended to include the following paragraph:

Personnel with emeritus status are entitled to the following rights and privileges: to be included in faculty lists in University bulletins and, upon request, to be provided mailboxes in their departments; to be assigned office and/or laboratory space and furnished supplies for creative work (upon request, and subject to their availability and to the approval of the concerned academic unit); to have faculty library privileges; to be eligible to apply for Research Committee grants and publication subsidies; to receive University identification cards; to receive an "A" parking permit for one vehicle without charge; to attend, without voting privileges, meetings of the University Senate; to participate, upon invitation, as a non-voting member of a department or college faculty; to use University recreation facilities upon presentation of suitable identification; to purchase athletic tickets with previous priority status; to hold membership in the University of Kentucky Credit Union; to make purchases at the University Book Store at the employee discount rate; to receive, upon application and if a member at the time of retirement, a complimentary membership in the University Club; to participate in academic processions; to be appointed to represent the University at academic ceremonies at other institutions; to receive notices of University events; and to take part generally with the faculties in all social and ceremonial functions of the University.

Section III, D, page 6 is amended to include the following paragraph:

It is University policy not to provide written reasons in cases of non-renewal of appointment. However, in any such case upon the faculty member's request, the dean of the college may meet with the faculty member and discuss informally the circumstances surrounding the non-renewal. If this conference fails to satisfy the faculty member, he may further request a related conference with the appropriate academic vice president.

Kitey

Suggested change in Krislov Report

Page 3- Recommendation #1

Prior Service Rule

(1) line 4: an insert between "chairman and" to read:
chairman, Committee on Appointment, Promotion and Tenure, and
the dean. Add next sentence: Normally, the review by the
Committee on Appointment, Promotion and Tenure should be made
as early as possible in the consideration of an applicant,
preferably before and/or during the interviewing procedure.

William F. Wagner

Absences from University Senate Meeting, March 11, 1974:

Lawrence A. Allen	Lawrence E. Forgy*	Marion E. McKenna*
Harry H. Bailey *	James E. Funk*	Mary E. Minter*
Harry Barnard	William Gates	William G. Moody*
Charles E. Barnhart	John G. Gattozzi	Alvin L. Morris*
Robert P. Belin	Milton E. Gellin*	Vernon A. Musselman*
Robert S. Benton*	Ward O. Griffen*	Arthur F. Nicholson
Ben W. Black*	George W. Gunther*	Robert C. Noble*
Chris Boerner	Jack B. Hall	Jacqueline A. Noonan*
Peter P. Bosomworth*	Joseph Hamburg	Paul Oberst
Robert N. Bostrom	J. Merrell Hansen*	Elbert W. Ockerman*
Thomas W. Brehm*	George W. Hardy*	James R. Ogletree*
Charles L. Brindel	Louis Hicks	Thomas M. Olszewsky
Sam Brown*	Ron Hill	Harold F. Parks*
Herbert Bruce*	Raymond R. Hornback	David Peck
John M. Bryant*	Charles W. Hultman*	Daniel R. Reedy*
Collins W. Burnett*	Raymon D. Johnson	Donald E. Sands
Jean D. Charron*	Irving F. Kanner*	William Shanks
Charles Conner	William F. Kenkel*	Otis A. Singletary*
William B. Cotter	E. Barrie Kenney	A.H. Peter Skelland
Clifford J. Cremers*	Don Kirkendall*	David Spaeth*
M. Ward Crowe	Robert A. Kuehne	Robert H. Spedding*
Thaddeus B. Curtz	David L. Larimore*	Susan Sprague
Patrick P. DeLuca*	Arthur Lieber	William J. Stober
John L. Dukring	John H. Lienhard*	Andy Strickland*
Anthony Eardley	Cynthia Link	Joseph V. Swintosky*
William W. Ecton*	James W. Little*	Lawrence X. Tarpey*
Roger Eichhorn	Susan A. McEvoy*	William C. Templeton*
Robert O. Evans*	Robert Yeager	Paul A. Thornton
Claude Farley	Fred Zechman*	Jacinto J. Vazquez*
Juanita Fleming*	Robert G. Zumwinkle*	Harwin L. Voss
		M. Stanley Wall
		Daniel L. Weiss*
		Bruce H. Westley*
		Rebecca Whitis
		Leslie K. Williamson
		Paul A. Willis
		Constance P. Wilson
		Miroslava B. Winer*
		Ernest F. Witte*

UNIVERSITY OF KENTUCKY
LEXINGTON, KENTUCKY 40506

UNIVERSITY SENATE COUNCIL
10 ADMINISTRATION BUILDING

March 14, 1974

MEMORANDUM

TO: Members, University Senate

FROM: Senate Council

RE: Parliamentary Procedure for Consideration of the
"Krislov Report" and amendments thereto at the
April 8, 1974 Senate meeting.

The Rules of the University Senate, I, 2.3, specify that when a document has been before the Senate "for discussion only . . . amendments may be submitted in writing by any two members of the Senate for distribution with the agenda of the meeting at which action is to be taken." In order to meet the 10 day circulation deadline, the Senate Council office must receive such amendments on or before Monday, March 26, 1974.

At the Senate meeting on April 8th, each recommendation in the Krislov Report will be presented individually as a main motion by the Senate Council. Following each main motion the Council will immediately introduce each circulated amendment in the order in which it is received by the Council office. Each circulated amendment is a "primary" or "first degree" amendment and "secondary" or "second degree" amendments (amendments to the amendment) from the floor are in order. Each circulated primary amendment will be acted upon (in the order received) before primary amendments are received from the floor.

/cet

ATTENDANCE SHEET
March 11, 1974

✓ T. R. Robb
 ✓ Eugene M. Huff
 ✓ Betty Jane Dolson
 ✓ Damon Harrison, Jr.
 ✓ Frank Trapanese
 ✓ Lewis W. Cochran
 ✓ Margaret L. Mason
 ✓ ~~Blaise J. Smith~~
 ✓ E. H. Stach (Finkenstaedt)
 ✓ James E. Criswell
 ✓ W. L. Matthews, Jr.
 ✓ George J. Crewe
 ✓ David R. Williams
 ✓ T. Z. CRACKY
 ✓ Stach
 ✓ Jerry M. Baskin
 ✓ Robert J. Clement
 ✓ D. Milton Shuffert
 ✓ Sara Hobbes (Holroyd)

✓ Doyle Beaulieu
 ✓ B. C. Bass
 ✓ R. M. Lanyear
 ✓ Jean Pizel
 ✓ Tom Cunnelly
 ✓ Alvin S. Gohlman
 ✓ Philip K. Berger
 ✓ Jamie Chase
 ✓ W. F. Wagner
 ✓ Sgt. H. Leech
 ✓ Thomas R. Ford
 ✓ Paul Sears
 ✓ William H. Peters
 ✓ John Huff
 ✓ Paul Mandelstam
 ✓ Walter Langley
 ✓ The Barwell
 ✓ Harold Traurig

ATTENDANCE SHEET
March 11, 1974

Willups

47

↓ Allan C. Hault
↓ M. H. Binger
↓ W. S. Jordan
↓ Elizabeth B. Howard.
↓ Elizabeth R. Clorfelder
↓ Au. Sorenson -
↓ Paul C. Forend
↓ Hans Gesund
↓ James B. Kucheloe
↓ Gary Denmark
↓ Carolyn M. Kuning
↓ Michael Freeman
↓ Raymond H. Cox
↓ Leonard Henge
↓ Lyle Back.
↓ L. Clark Keating
↓ Jesse H. Harnish
↓ J. W. Gladden
↓ Stephen C. Jund
↓ J. A. Bryant. 2
↓ Willis A. Sutton, Jr.
↓ J. S. Gaudin
↓ Earl L. Steele

↓ Louis Swift
↓ Thomas Hansbrough
↓ Wm K Plucknett
↓ O'Neal Weeks
↓ Al Leary
↓ W. R. Ruppert
↓ E. Zager Hasey
↓ Kenneth Wright - music
↓ L. J. McQuillen (McQuillen)
↓ Frank J. Rizzo
↓ Diederik
↓ R. Schriels
↓ Jess Meil
↓ Holman Hamilton
↓ B. Harker
↓ Al. L. Ullman
↓ Bane Parker
↓ John L. Butler
↓ Litchman Sabhand
↓ Gen. B. Lewis
↓ Michael C. McCord
↓ Art Hallahan, Jr.

ATTENDANCE SHEET
March 11, 1974

↓ Joseph Kuter
↓ Frank Buck
↓ James D. Kemp
↓ Roy S. Thibault
↓ John Chastice
↓ Stephen A. Winkle
↓ Dwight Aumenshine
↓ S. Diachun
X Michael Adelsheim not Senate member
↓ L. Sydney Almer
↓ Robert H. Lester
↓ Frank V. Colton
↓ Maryini Stewart
↓ Robert Rudy
↓ ~~John~~ Bernstein
↓ Jane Emanuel
↓ T. Walabont
↓ J. A. Deacon
↓ Virginia La Charite
↓ Z. Govindarajulu
↓ Mark Lee
↓ Jim Flagg

↓ a J. Hatt
↓ Carl Peter
↓ Vincent Davis
↓ J. R. Stride
↓ Virgil W. Hays
↓ Richmond P. Van Damer
↓ Alfred Cabb
↓ Mary Holland
↓ Richard E. Giff
X Ingeborg Solbrig not Senate member

ATTENDANCE SHEET
March 11, 1974

✓ Betty R. Rudnick

✓ Paul Ekni

✓ Garrett L. Bradford

VISITORS SHEET
March 11, 1974

John Derrin
Gorda Carnes-Kennel

David Mace

John Spalding

Brian J. Harugan - Kennel

VISITORS SHEET
March 11, 1974

Dallas M. High