

# UNIVERSITY OF KENTUCKY

LEXINGTON, KENTUCKY 40506

COLLEGE OF AGRICULTURE

RESIDENT INSTRUCTION  
AGRICULTURAL EXPERIMENT STATION  
COOPERATIVE EXTENSION SERVICE

DEPARTMENT OF ANIMAL SCIENCES

March 31, 1971

Dr. Otis A. Singletary, President  
University of Kentucky  
103 Administration Building  
Campus

Dear President Singletary:

The Senate Advisory Committee on Appointment, Promotion and Tenure has met weekly since its appointment and has considered the questions that were presented to it by you, Vice President Cochran and Dr. Sears on February 3, plus additional suggestions given to the Committee by Dr. Sears when he met with our Committee on February 16. I am enclosing five copies of the completed report for the consideration of you and your staff. Our Committee will be pleased to meet with you at your convenience to discuss this report. In the meantime, I am listing below some of the decisions reached by the Committee and incorporated into this report.

The Committee voted against the following:

1. Tenure for Assistant Professors - The Committee feels that it would be unwise to provide for such tenure since Professors in the regular series not qualified for promotion should not be retained on the faculty except in very rare instances. Such cases could well be handled by the administration and Board of Trustees on a special basis.
2. Promotion to Associate Professor without tenure - The Committee feels that such a promotion has little justification and tends to force the Area Committee to grant tenure at an early date.
3. Permitting Deans to appoint non-tenured Associate Professors without clearing through an Area Committee and the Vice President for Academic Affairs - The Committee feels that such an appointment also tends to place the Area Committee under pressure to grant tenure at an early date.
4. Referring all special titles through the Special Title Series for Extension - It feels that the better approach is to have areas draw up specific criteria for their specialized needs and refer their recommendations to the appropriate Academic Area Advisory Committee.

The Committee is recommending the following:

1. That recommendations from the College of Law be processed through the Academic Area Advisory Committee for the Social Sciences as at present.
2. That a sub-committee appointed by the Library Committee serve as the Area Committee for recommendations of appointment, promotion and tenure for the library staff using the revised criteria appended hereto.
3. That a new Academic Area Advisory Committee be formed for "Other Disciplines" including Home Economics, Architecture and other areas which have such a diverse and unique nature as to warrant consideration by this new area committee. It is proposed that this Committee function in three ways:
  - A. It could develop a recommendation on a case.
  - B. It could refer a case to some other appropriate Area Committee.
  - C. It could appoint an ad hoc committee with special expertise on the particular case to advise the Area Committee.
4. The Committee feels that the Area Committee system has served a useful purpose and will continue to serve a useful purpose, but that the faculty time involved in the operation of these Area Committees could be reduced materially if each Dean would be encouraged to appoint a college committee to review and advise him on some or all recommendations to appoint and promote. Hopefully, this process would provide for closer scrutiny at the Department and College levels with fewer recommendations coming to the Area Committees for screening purposes.
5. The Committee recommends that all letters from faculty members of a concerned department contain detailed and specific information and judgments rather than a mere statement for or against the recommendation to appoint or promote. Many files at present contain form letters where the faculty member merely checks his vote and in some cases does not even sign the letter. Such information is of little value to the Area Committee.
6. The Committee recommends that an earlier deadline be set for all recommendations to promote. November 15 would appear to be a suitable deadline. This earlier deadline will remove the present pressure on Area Committees to complete their recommendations on a large number of cases within one or two weeks time in order to facilitate the preparation of budgets for the following year.
7. The Committee recommends a change in the governing regulations. This change would insert in Section X, B, 2, page 30, line 9, after the words "seven years", the sentence, "However, if the

individual has received a terminal degree after the previous service, the previous service need not be counted". The Committee feels that this change would benefit certain staff members who may have accumulated at least three years of full-time service in the academic profession at a smaller institution while holding either a Bachelor's or Master's degree and with little opportunity to develop his professional credentials. Such persons complete a Doctor's degree prior to or after joining the University faculty and may find themselves with a very short period in which to publish and develop their other professional credentials to a level that will permit their Area Committee to recommend promotion and tenure. The Committee feels that a Department Chairman and Dean in consultation with the prospective faculty member should be given latitude to evaluate this previous experience so as to count all, any or none of it against the seven year probationary period. If you approve the Committee's recommendation, it is presumed that the Senate would be asked to give its recommendation on this change to the President and the Board of Trustees.

8. The Committee has accepted Dr. Bosomworth's recommendation to exclude the professional staff of the new Veteran's Administration Hospital from the adjunct series and to include them in the regular faculty series, 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. The Committee makes this recommendation on the basis of the following provisions, as described by Dr. Bosomworth.
  - A. That the Veteran's Administration will underwrite seven-eighths of the stipend of the individuals so employed, and that the University will be responsible for one-eighth of this stipend.
  - B. That the cost of all fringe benefits be allocated in terms of the division made in item A.
  - C. That the cost of the one-eighth portion of stipend and fringe benefits be met, as far as possible from fees earned by Veteran's Administration doctors in practice at the University of Kentucky Medical Center Hospital.
  - D. That the matching University of Kentucky medical faculty receive one-eighth of its stipend from the Veteran's Administration.
9. The Committee has included in the appendix without change the present statements governing appointments of voluntary and part-time faculty members of Medicine, Allied Health professions, Dentistry, and Pharmacy. If desired, it may be possible to condense and coordinate these somewhat. If such is your wish, the Committee recommends that an ad hoc committee, including at least one member from each of the four colleges, be formed for this specific purpose.

With the one exception cited above, the Committee feels that it has kept within the present governing regulations. The Committee has removed references to non-existing administrators, as well as to merit evaluation as it relates to salary increment. The Committee has also made a slight revision in the conditions of employment for the adjunct series by inserting the words "and insurance" between the words "retirement benefits". This takes care of the disability and life insurance benefits that have recently been granted to full-time employees of the University, but presumably would not be available to adjunct professors. I am sure that individual members of the Committee will be happy to present additional arguments in support of our recommendations.

The Committee will look forward to meeting with you at your convenience.

Sincerely yours,

A handwritten signature in cursive script, appearing to read "W. P. Garrigus".

W. P. Garrigus  
Chairman, Department of Animal Sciences