

EXECUTIVE VICE PRESIDENT

December 22, 1965

Dear Dr. Cierley:

President Oswald has asked me to respond to the procedural guidelines which your Committee on Privilege and Tenure has proposed as official procedures for the University. The Committee has done a fine job in formulating a very useful statement. Only two suggestions are offered for consideration by your Committee.

On page two, paragraph one, it is stated in the Committee's guidelines that a hearing "will" be held, even if the faculty member has not requested a hearing. Should this not be made permissive rather than mandatory by the substitution of "may"?

On page three, the Committee statement of standards, borrowing from AAUP standards, for notice of non-reappointment varies slightly from those policies approved by the Board of Trustees in the tenure regulations of September, 1962. In the case of point (2) of the Committee's proposal, the present Board regulations are more favorable to the faculty member. On point (3), most of the faculty are now on an academic year appointment, which the current Board regulation recognizes, rather than on a twelve-month period of appointment. A copy of the Board's existing policies is attached. Unless there is deep divergence of judgment, do you not feel that the Committee's adopted standards should coincide with University policies? In this way everyone is following a generally accepted set of policies. Of course, at any appropriate time recommendations can be made to revise existing University policies, usually after a period of trial has occurred to determine their suitability.

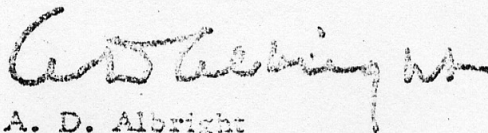
The suggestion in your letter of a brochure is excellent. The matters to be covered are of great importance and should be easily available to faculty members. In reference to your suggestion, President Oswald earlier appointed a committee composed of faculty members and members of the Board of Trustees to consider revision of the Governing Regulations and the production of a Faculty Handbook. The latter would be a convenient means of providing the information you

Dr. Morris Cierley  
December 22, 1965  
Page 2

suggested and at the same time including in something of a package other matters of interest to faculty members, such as retirement provisions, insurance, promotion, and other items. Professor Oberst was asked to serve as chairman of the joint faculty-Trustee committee.

We very much appreciate the work done by you and the members of your Committee and we solicit the thinking of the group on the points outlined.

Sincerely,

A handwritten signature in dark ink, appearing to read "A. D. Albright". The signature is fluid and cursive, with a long horizontal stroke at the end.

A. D. Albright  
Executive Vice President

ADA:gv

Attachment

Dr. Morris Cierley  
Chairman, Committee on Privilege and Tenure  
College of Education  
University of Kentucky